

## **Tactical Tech 2019 Annual Report: Supervisory Board Statement**

2019 was an exciting and a challenging year for Tactical Tech.

After 16 years of on-going design, development and growth we took some much-needed time to reflect on the health of the organisation, the way it is governed, managed and run. Led by the Tactical Tech Supervisory Board we underwent an extensive and thorough process of internal and external assessment reflecting on the interaction of strategy, operation and governance. In particular, we reviewed the board responsibilities, governance processes, conflict of interest, leadership roles and management delegation. This comprehensive and self-critical review led to significant changes across the organisation which we believe will make Tactical Tech better equipped to address the significant digital and societal challenges outlined in its new strategy.

Also, the Supervisory Board decided to make it a priority to develop a new human resources strategy that was implemented from mid 2019 onwards. This includes on-going quarterly staff engagement surveys carried out across the organisation, annual 360 leadership reviews, annual reviews with peer input for every staff member, increased team accountability and the introduction of an on-going staff development program that includes best practices in key areas such as safeguarding, conflict mediation and project management. In 2020, we will continue to develop this work and also address the issue of senior management and leadership development including succession planning. Finally, the Supervisory Board will recruit new members with the goal of broadening its diversity of backgrounds and experiences.

This extensive review and related adjustments has put the organisation in a forward looking position, setting the foundations for Tactical Tech to become a strong and healthy, listening organisation that continuously grows and develops its team and its impact in the future.

As we enter into 2020, in the context of what has now become the global COVID-19 pandemic, these organisational developments have become even more significant. They have prepared Tactical Tech for the coming challenges that will no doubt strike an element of fundamental change for the organisation in the years to come. As technology becomes even more central to our societies and our dependency on them grows, the questions Tactical Tech raises and the answers it seeks have become more important than ever.

On behalf of the Supervisory Board,

Andre Wilkens  
Chair of the Board

**20<sup>th</sup> April 2020**