



HR

Mission and Vision Roadmap to a Modernized Statistics Canada

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statcan.gc.ca

DELIVERING INSIGHT THROUGH DATA FOR A BETTER CANADA



Statistics
Canada

Statistique
Canada

Canada

Roadmap to Modernization

Agency Modernization

1. Pillars
2. Pathfinder Projects
3. Multi-year Plan
4. Workforce and Workplace (vision, values, culture)
5. Organizational Design



1. Pillars • Statistics Canada's Modernization Initiative



Moving beyond a survey-first approach to an approach based on **new methods** and **integrating data** from a variety of existing sources



Making our data **more accessible** and easier to use by developing **new tools** and **enhancing the ability** to analyze and visualize the data



Helping more Canadians use data to make **evidence-based decisions**

A data driven society and economy
Based on the pillars of a modern statistical organization

Statistical capacity building and leadership

Sharing and collaboration

User-centric service delivery

Leading-edge methods and data integration

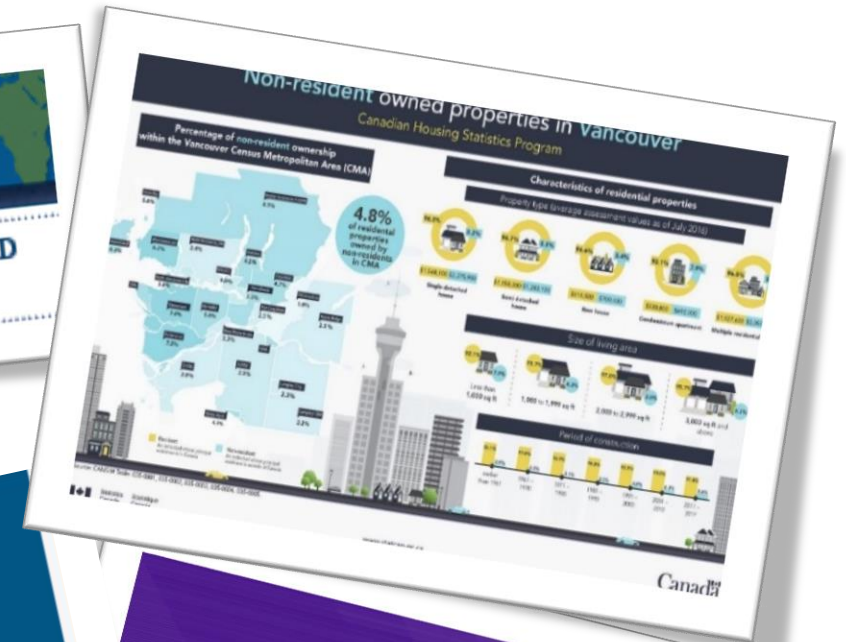
Modern* workforce and flexible workplace

Fostered by a culture entrenched in innovation and the will to continuously improve and develop our products and services

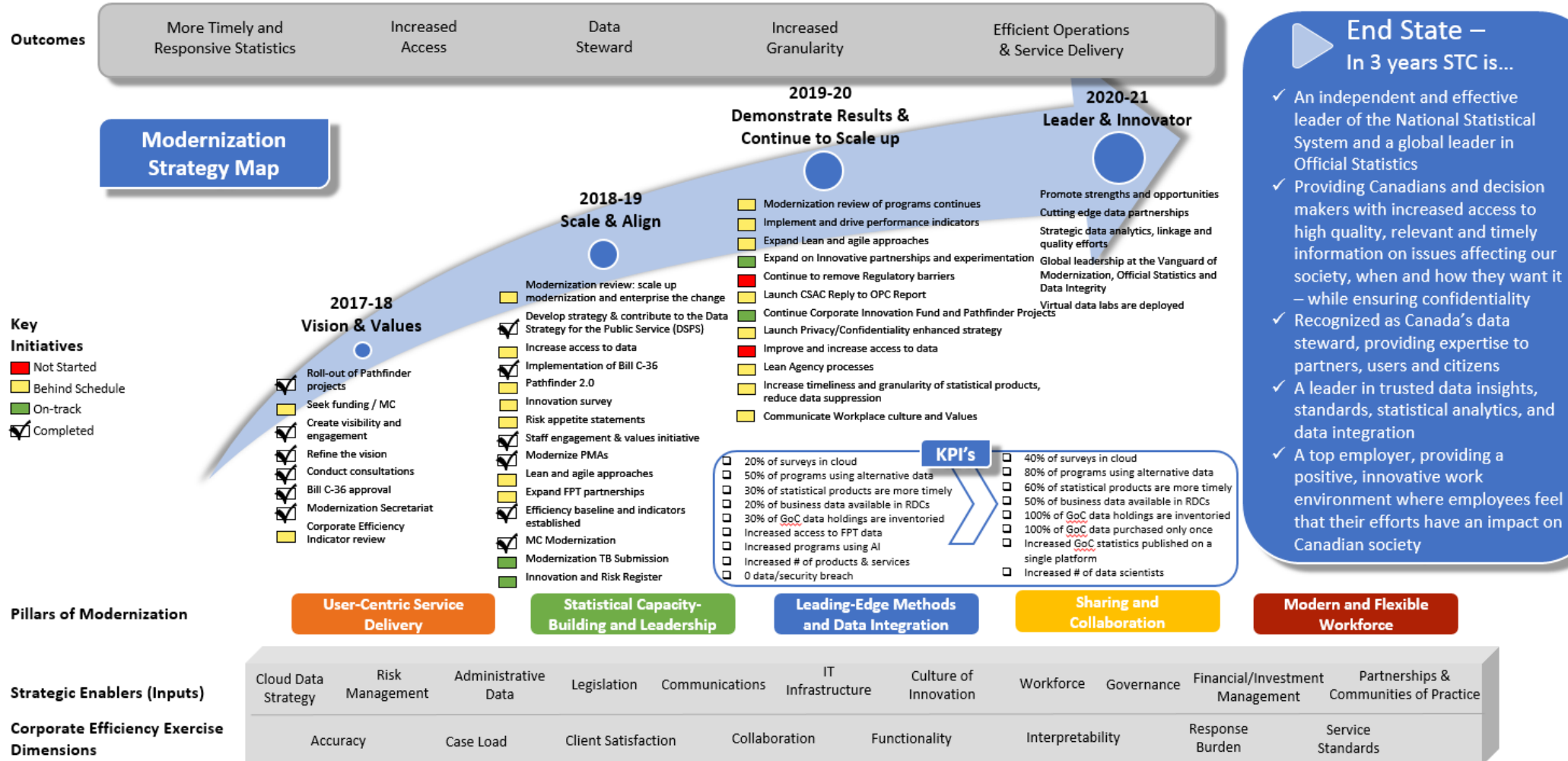
2. Pathfinders • Statistics Canada's Modernization Initiative

Signature Pathfinders Projects

1. Measuring Cannabis
2. Transition to a Low-carbon Economy
3. International Tourism Growth Measures
4. Canadian Housing Statistics Program



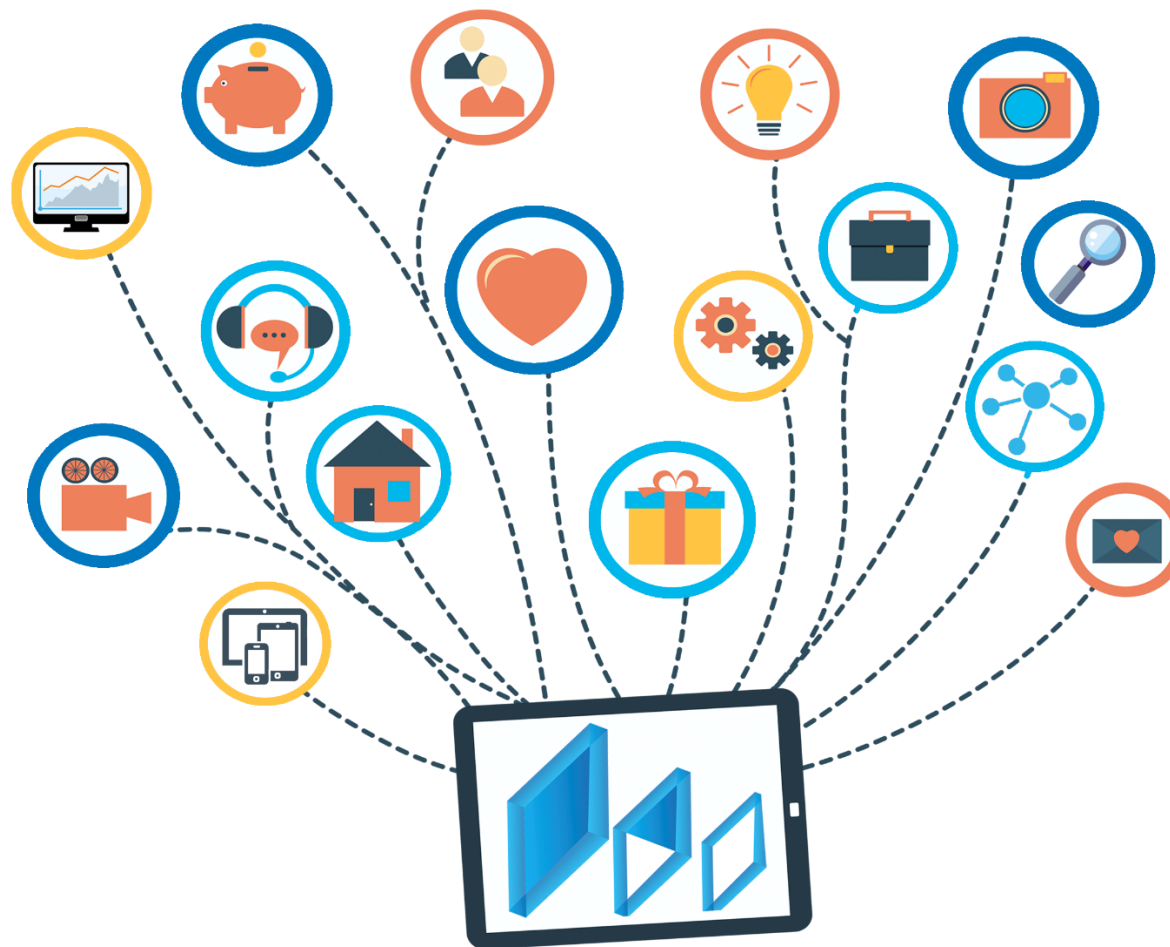
3. Plan - Multiyear Modernization Strategy



4. Workforce and Workplace ▪ Statistics Canada's Modernization Initiative

Modern Workforce and Flexible Workplace

- Launched initiative to leverage power of collaboration and technology, change thinking and behaviour in the workplace
- Leverage employee engagement phase to also discuss vision, values, and culture change



A new workplace. A new era.

4. Vision, Culture ▪ Statistics Canada's Modernization Initiative



Statistics Canada Culture Change Framework

VISION

Delivering insight through data for a better Canada

TRUSTWORTHY

We place a high value on our reputation as credible, trustworthy and neutral. Our employees act as trusted data stewards who take pride and ownership in the safekeeping of our data assets. We are committed to upholding:

- Security
- Privacy
- Confidentiality
- Integrity

PURPOSEFUL

We are results-driven, focused on providing meaningful and tangible outcomes for Canadians. We are committed to delivering services that are:

- User-centric
- Timely
- High quality

CARING & INCLUSIVE

We show understanding, care and compassion for our most prized asset – our employees. We apply a diverse and inclusive lens in all aspects of our work.

We are committed to promoting:

- Mental health/Workplace Wellness
- Accessibility
- Diversity
- Inclusion

CURIOUS & ALWAYS LEARNING

We have a growth mentality, promoting curiosity and every-day learning. We embrace:

- New ideas
- Innovation
- Flexibility
- Collaboration

MEASUREMENT

- Public Service Employee Survey (PSES) Data
- Pulse Check Surveys
- Administrative data

GOVERNANCE

- Led by HR
- Reporting to SMC

Vision

Delivering insight through data for a better Canada

4 Core Values

1. Trustworthy
2. Purposeful
3. Caring and Inclusive
4. Curious & Always Learning

4. Culture - Statistics Canada's Modernization Initiative



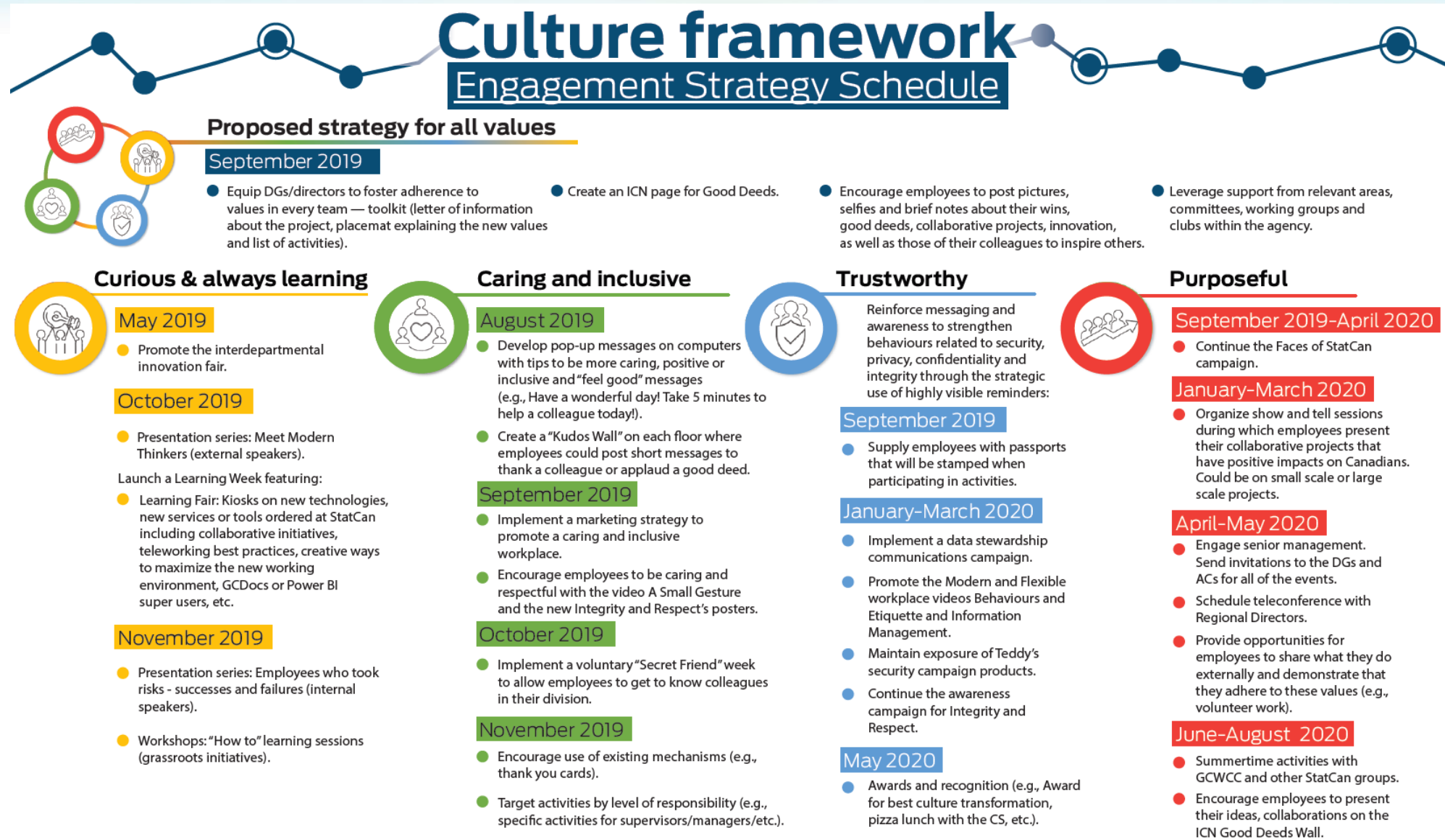
Culture Change Action Plan

Values	Employee Behaviours	Corporate Activities and Enablers
TRUSTWORTHY	<ul style="list-style-type: none"> I take personal responsibility and accountability for the safeguarding and protection of data I takes steps to carefully evaluate the impact of my actions and how they could be perceived by Canadians I make ethical decisions and communicate openly with my manager in cases where I need support or advice 	<ul style="list-style-type: none"> Mandatory training, including new secure mobility course De-identification guidelines and principles Integrated Risk management framework and practical tools for employees Code of values and ethics
PURPOSEFUL	<ul style="list-style-type: none"> I am aware that I play an important role in delivering results for Canadians I apply a user-centric lens on all aspects of my work, consulting with clients and stakeholders to ensure the best product or service I take personal accountability for delivering quality and timely results that will meet my client's needs I use data to assess performance to ensure I am attaining my goals I take accountability for maintaining and enhancing my subject-matter expertise 	<ul style="list-style-type: none"> SMART work objectives with clear link modernization and results for Canadians Data-driven performance assessments for employees and executives Highlight outstanding client feedback for excellent service or product delivery Reward results through awards and recognition program Enable horizontal collaboration through new technologies, e.g. tech radar and other workflow management tools
CARING & INCLUSIVE	<ul style="list-style-type: none"> I show respect and consideration for my colleagues I actively seek out the input of others, and take initiative to collaborate across the organization I am inclusive and open-minded, considering many diverse view points I lead by example by creating a positive work environment 	<ul style="list-style-type: none"> Integrity & Respect awareness campaign Mental health and wellness strategies and campaigns Inclusion strategy Cultural awareness training for employees and managers GBA+ lens at outset of initiatives Leadership training and support for leaders to create a positive work environment
CURIOUS & ALWAYS LEARNING	<ul style="list-style-type: none"> I am curious and always learning I challenge the status quo and identify areas for improvement I embrace experimentation and the use of new methods I get involved in departmental and interdepartmental initiatives 	<ul style="list-style-type: none"> Innovation forum Lean coaching and facilitation Hackathons and micro-missions Innovation speaker series Continuous learning + accelerated learning (e.g. data science accelerator hub) Machine learning and AI centre of expertise

Communicate & Engage	Reinforce & Reward	Measure, Track Progress & Adjust
Town Halls MOD bulletins and @ StatCan articles Seek feedback Identify change agents and business champions	Identify and track corporate enabling activities Integrate into PMAs Reinforce through awards and recognition program Align HR strategies to support	Leverage PSES, pulse-check and administrative data to track progress Led by HR Reporting to SMC Track progress and adjust strategies as required

- 4 Core Values
- Expected Behaviours
- Employee Engagement Plan

4. Culture ▪ Statistics Canada's Modernization Initiative



5. Next Steps - Organizational Design

Designing business and leadership through organizational structures



Roadmap to a modernized Statistics Canada

Lessons Learned

- ✓ Iterative process
- ✓ Pathfinders
- ✓ Governance & Leadership
- ✓ Engagement
- ✓ Multi-year Plan
- ✓ Role of culture and values in guiding change



VISION

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through data for
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