



Role of Chief Statistician

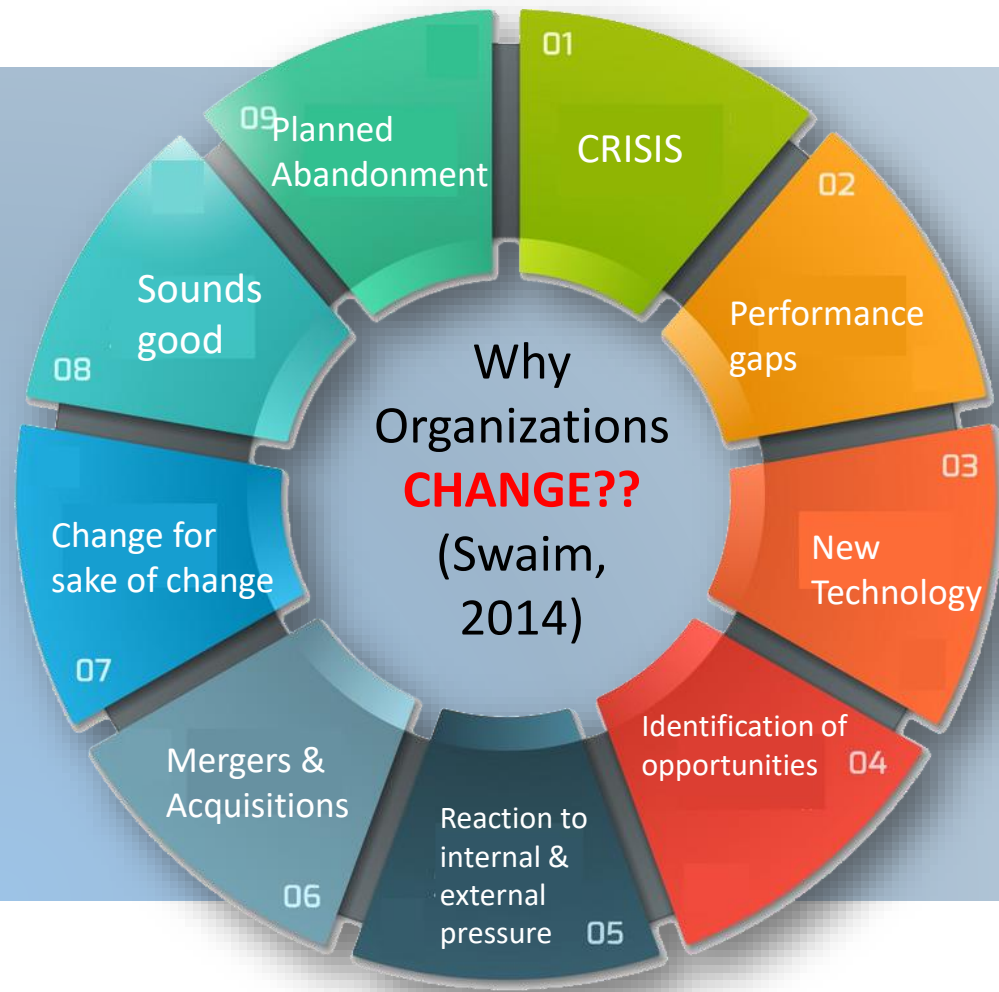
In culture change

Lesson learn from Statistics Indonesia



Why We Have to Change

MOTIVES



Performance Gap

SILO business processes, output coherency, processes efficiency

New Technology

Satellite technology, Area Sample Frame, media survey shifting (CAPI, CAWI, etc)

Identification of opportunities

new methodology, technology and utilization of administrative data.

Reaction to internal & external pressure

National Bureaucratic Reform program and International standardization of Statistical Quality & Business Process.

Change for sake of change

BPS motivation becomes World class NSO

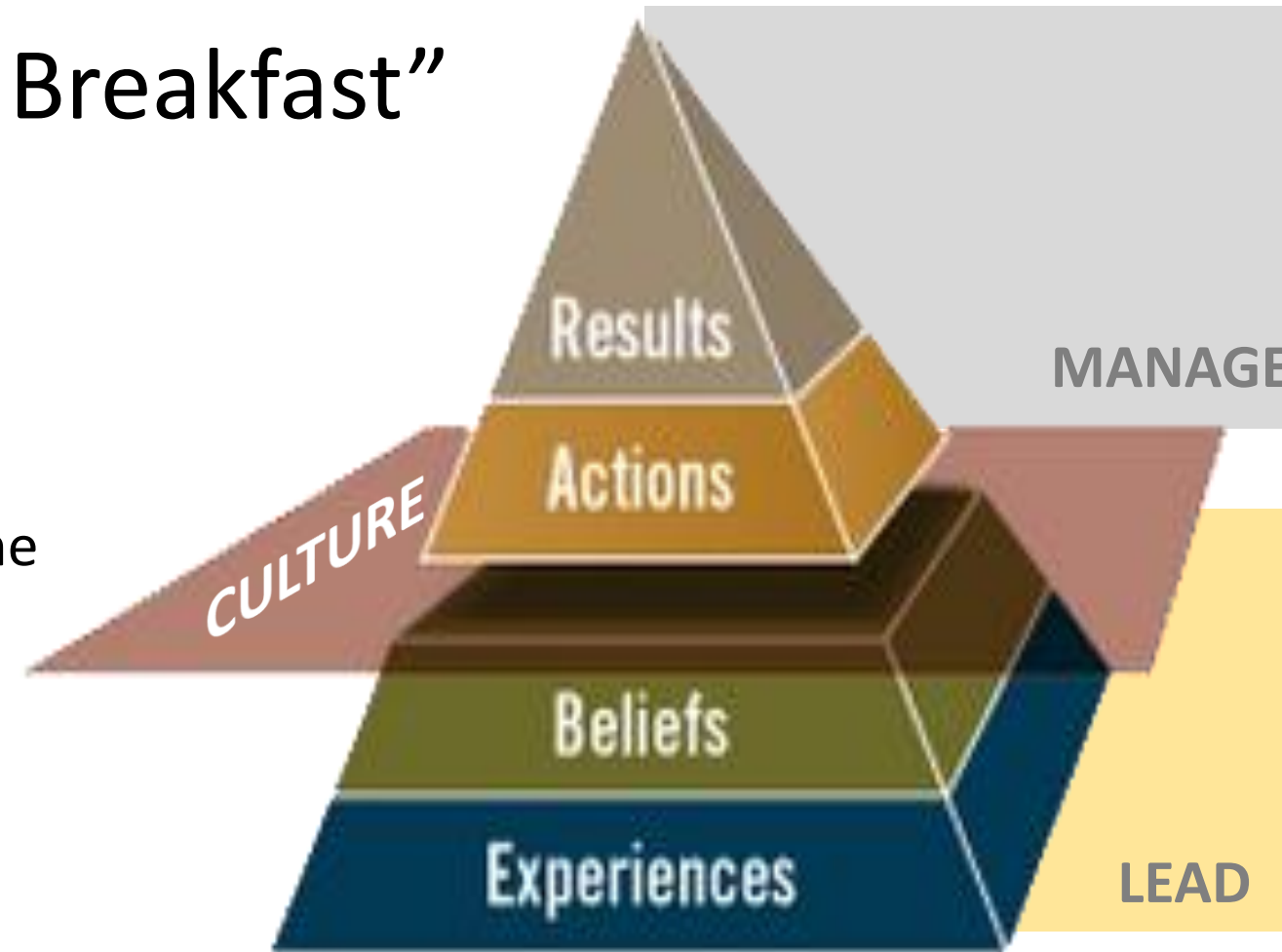


What Driving Change

“Culture eats Strategy for Breakfast”

(Peter Drucker)

- Define New Results
- Taking Action that produces results
- Identifying the Beliefs that generate the proper actions.
- Providing Experiences that instill the right Beliefs.



Resource : Results Pyramid (Connor and Smith, 2011)



BPS-Statistics Indonesia at a glance

BPS in
Number **2019**



- More than **500** municipal offices
- **34** Provincial offices

15.919 **FACTS & FIGURES**

Data July 2019



**Millenial
Generation
< 40 in BPS**

- National level is about 57,50%
- Di java, bali, lampung < 50%
- Di East Indonesia > 70%



**Additional
task as a
mandatory**

- Coordinator of National Statistics System and One Data Indonesia
- Workload exceed capacity
- Overlapping activities and contents



**FUTURE
VISION**

- New Competencies of Statistics, IT and supporting aspects
- New demand and international standard
- National Statistics System as a response to worldwide issues



Transformation Roadmap

INITIAL ACTIVITIES

Strategic Plan;
Concept of operation document
→ Analysis Doc (Gap Analysis);
Top Level Integrated System
Requirement Document (TLISRD);
Scoping and budget planning etc.

2010-2015

DAWN
PHASE

DESIGN
PHASE

2016-2017

EXECUTION ACTIVITIES

- Business Process Reengineering
- Integrated Survey and business register for establishment.
 - IT Strategic and Design
- Enterprise Architecture, data mgmt. & service management
 - Employee competency mapping
 - HR infra structure development
 - Regulatory framework
- Performance & career management Development etc.

IMPLEMENTATION ACTIVITIES

- Piloting of integrated Survey
- Implementation of IT strategic and design (standard procedure and backbone development)
- Implementation of HR strategy (CBHRM, Performance appraisal 360 etc)
- Implementation of IT strategic (SLA, standardization, modernization, etc)

2018-2019

RUNNING
PHASE

2020-2022

REFINEMENT ACTIVITIES



Transformation Framework



GAMSO

(Generic Activity Model for Statistical Organizations)

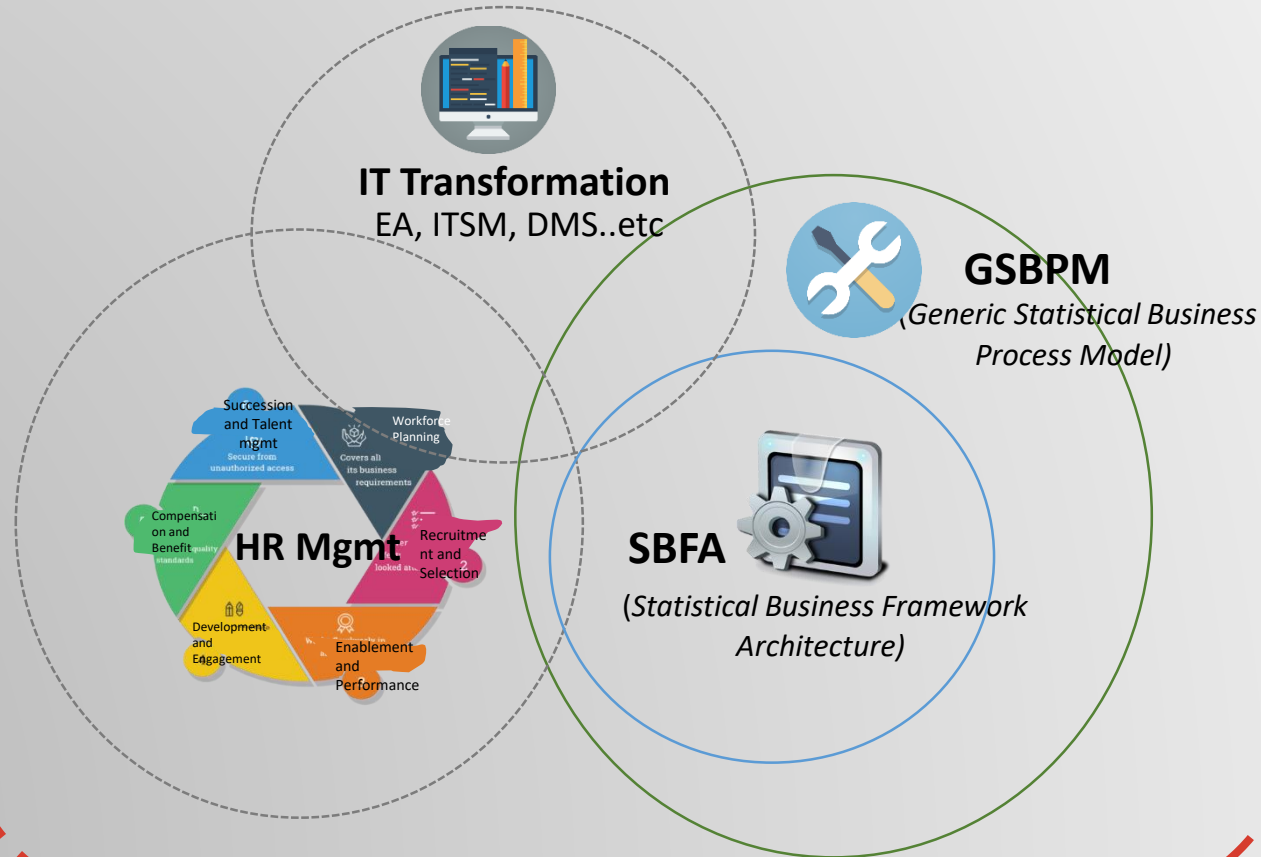
Stakeholders Demand
(National & International demands)



Government Policies
(Value, system, regulation national program)



Analysis Documents
(Gap analysis documents)



**World Class
NSO**



Role of Leader in Organization Transformation

“A Leader is one who know the ways, goes the way and show the way (John. C Maxwell)

By giving example, strong engagement as well as involvement in every positive activities will bring us closer to achieve goals.



Suharianto

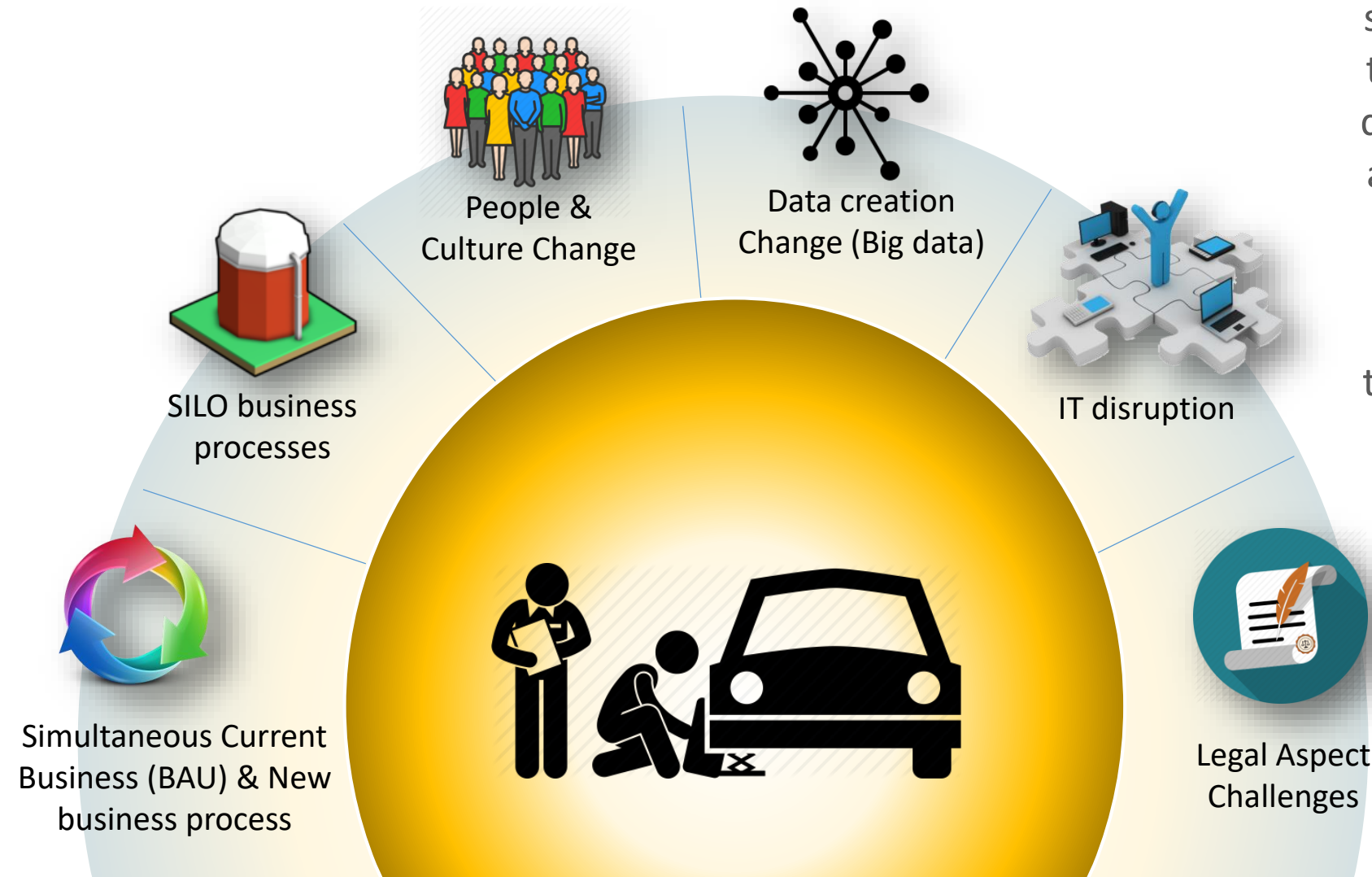
Indonesia Chief Statistician



Video Content



Transformation Challenges



“Transformation is similar to change the tire while we driving, therefore a leader must be present in the process, driving properly while trusting the work team to fix the gap”



Suharianto

Indonesia Chief Statistician



Deal with the Challenges



Agile Approach

Cascade and Chop the Transformation Agenda into several Quick wins and prioritized them



Sense of Ownership

Involve every stakeholder and employee in the process to raise ownership and engagement



Working All Out

Use every resources and media (including social media) to Foster the transformation process and getting people familiar with the programs



Just do it, and winging it

Every action has risks, count it and do the best. If something went wrong, fix it and iterate it efficiently



Transformation Product

Statistics Business Process Transformation

- BPR for establishment based survey is available
- Initial phase of SOP development for establishment based survey
- Preparation of BPR for household based survey
- Development of BPR for household based survey
- SOP for establishment based survey is available
- Test case of BPR for establishment based survey (focus: pilot on integration of monthly LME survey and producer price survey)
- Support business characteristics survey

Information & Technology Transformation

- CAPI Framework System
- Data Lake Readiness
- Roadmap Digital transformation.
- Knowledge management development
- Collaboration Tools
- Business Continuity Plan (BCP)
- Dashboard BPS NSCC
- EA Assessment
- IT Service Management
- Data Management
- CSI System

Organization & HR Transformation

- Implementation of CBHRM
- New BPS's workforce based on SBFA/BPR
- Job analysis and Job evaluation
- Competency map of all employee (Assessment center for all employee 2015 as baseline, and segmented position in 2018)
- New Performance & Career Management mechanism.
- Development and implementation of 360 appraisal
- Draft of New Structure Organization



Thank You