Role of Chief Statistician
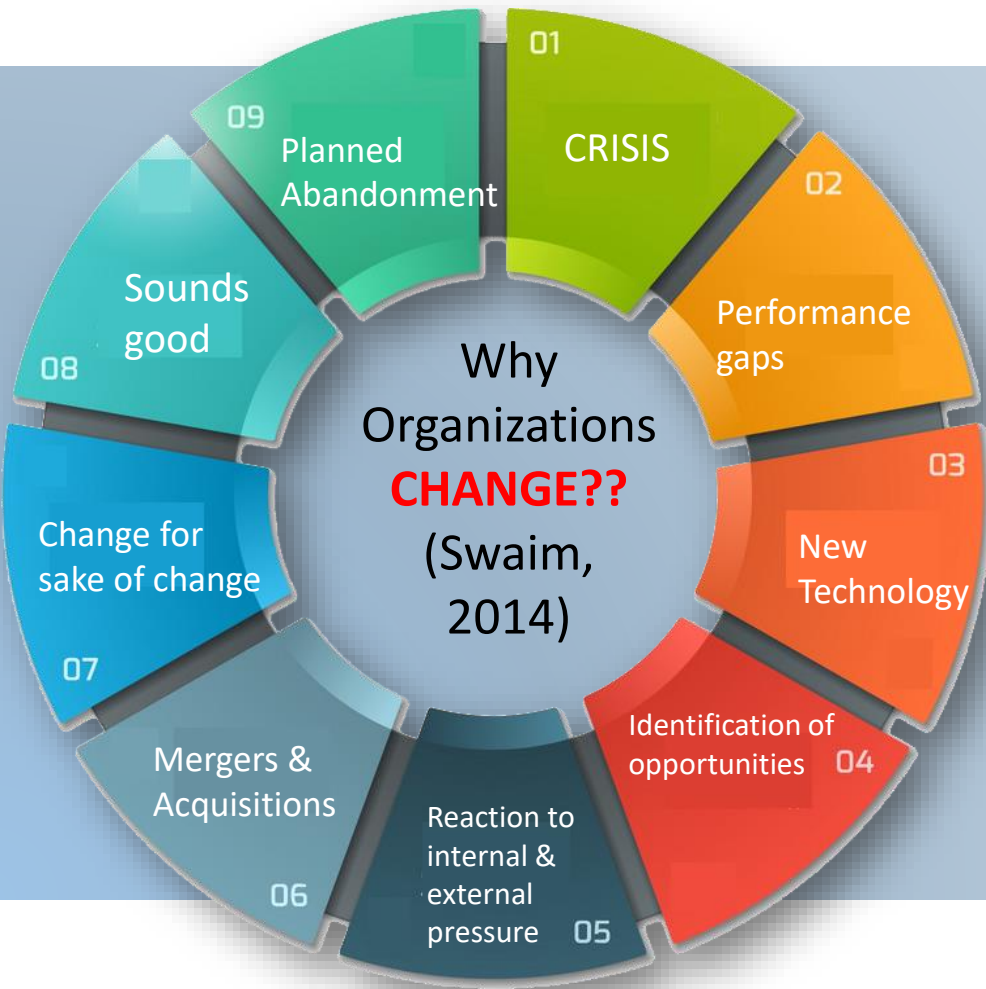
In culture change

Lesson learn from Statistics Indonesia

MOTIVES

Why Organizations **CHANGE??** (Swaim, 2014)

- 01 CRISIS
- 02 Performance gaps
- 03 New Technology
- 04 Identification of opportunities
- 05 Reaction to internal & external pressure
- 06 Mergers & Acquisitions
- 07 Change for sake of change
- 08 Sounds good
- 09 Planned Abandonment

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
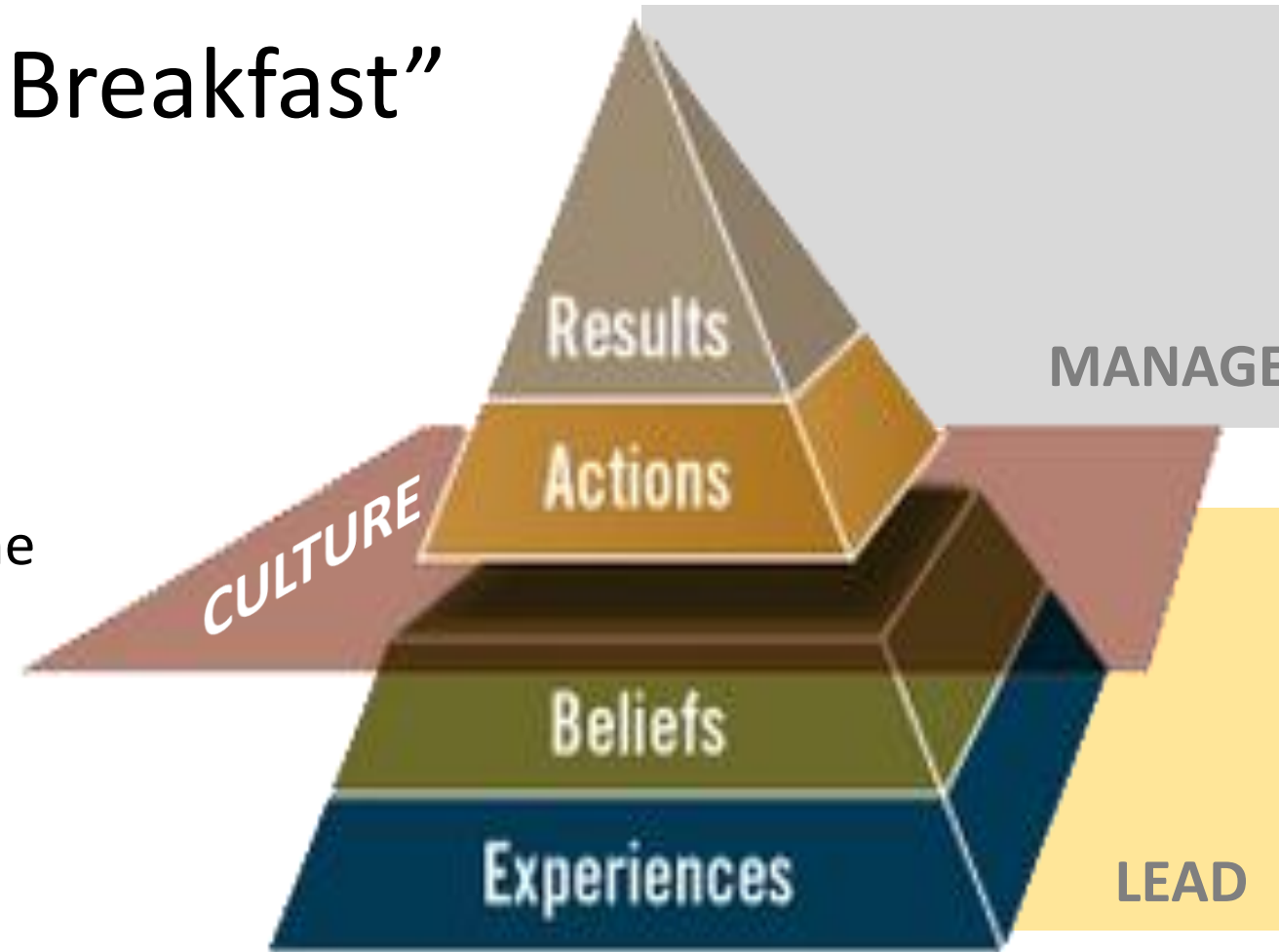
BPS motivation becomes World class NSO

"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.

MANAGE

CULTURE

LEAD

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

INNITIAL ACTIVITIES

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

DESIGN PHASE

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)

| 2010-2015 | 2016-2017 | 2018-2019 | 2020-2022 |

DAWN PHASE

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.

RUNNING PHASE

REFINEMENT ACTIVITIES

Transformation Framework

GAMSO

(Generic Activity Model for Statistical Organizations)

Stakeholders Demand

(National & International demands)

IT Transformation
EA, ITSM, DMS..etc

GSBPM
(Generic Statistical Business Process Model)

Government Policies

(Value, system, regulation national program)

HR Mgmt

SBFA

(Statistical Business Framework Architecture)

Analysis Documents

(Gap analysis documents)
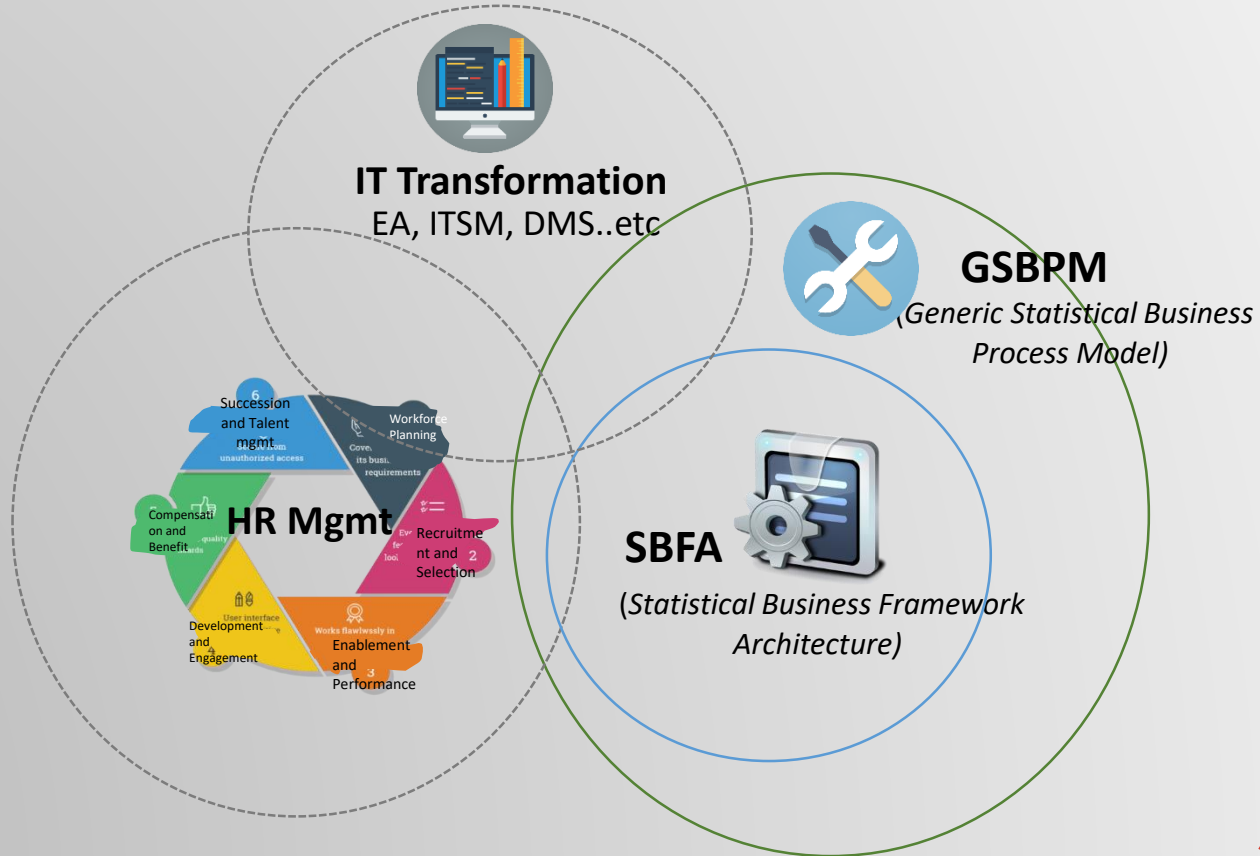
World Class NSO

"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.
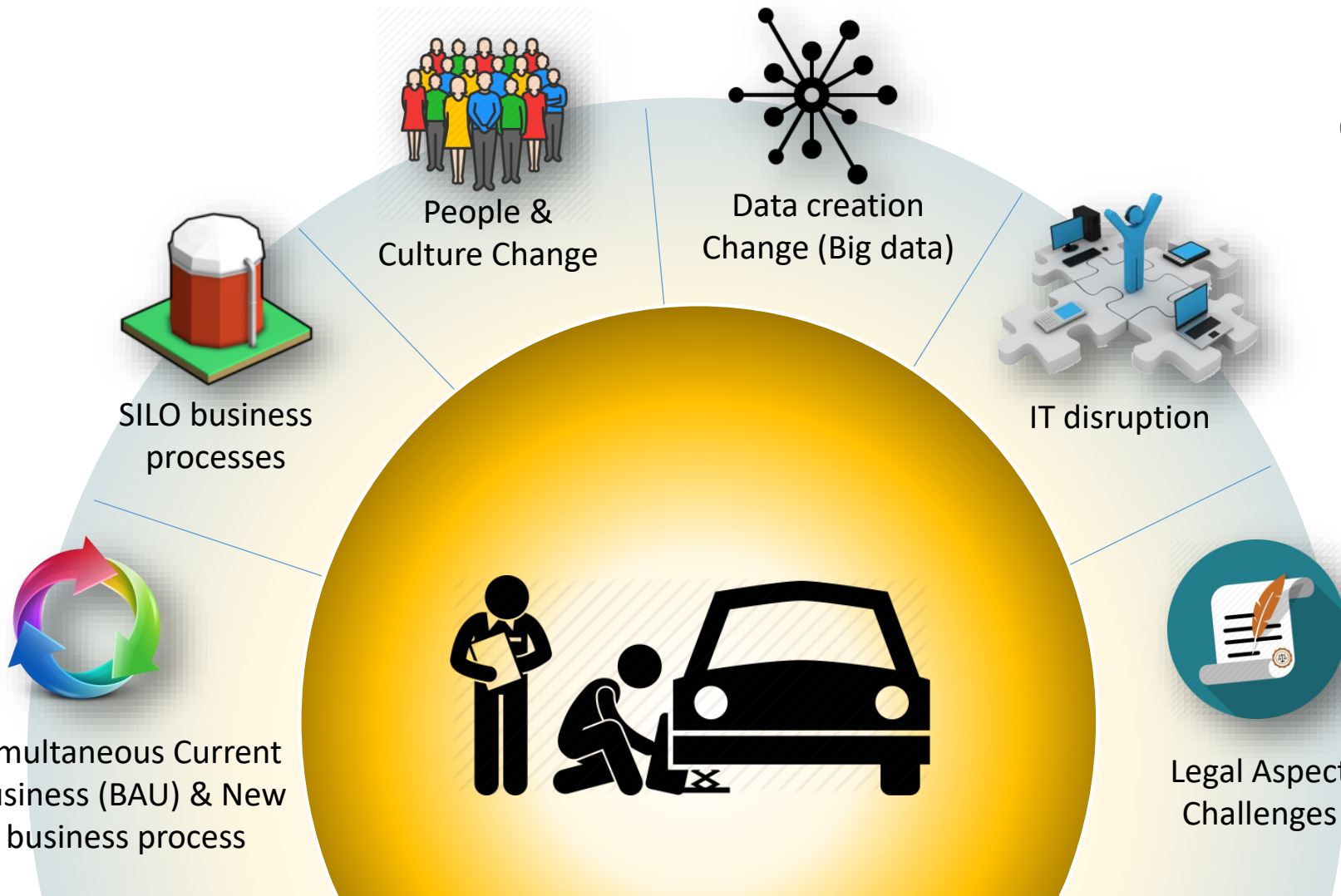
Suharianto
Indonesia Chief Statistician

Transformation Challenges

People & Culture Change

Data creation Change (Big data)

SILO business processes

IT disruption

Simultaneous Current Business (BAU) & New business process

Legal Aspect 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

HP2019

Role Model

Integrator

Fortress

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