

Workshop on Culture Evolution

Results of the group work discussion on the topic “Future World of Work”

Group A

Which challenges are more relevant to your local context?

- Moving to all digital processes – increased automation – thinking about trying to develop 'bots' – how to be incorporated
- Digital platforms increases (paperless)
- Globalization main driver

Are there other challenges?

- Italy-centralizing in one location
- non responses- how to overcome?
- Buying data from others
- Data source problems
- New ways of sharing data
- New methodology challenges
- Move to content focused ways of reusing data

How are these mega trends already driving cultural changes in your organization?

- IT staff having to adapt as staff have more technical skills
- People have different expectations
- New staff surprised by our technology (not in a good way)

What are the opportunities and risks for us in statistical organizations?

Opportunities:

Save money on accommodation. Flexible hours. More interesting work. New ways of doing things.

Risks:

Potential loss of control over what staff are doing continued reduced responses
Risk to security of data if working from home
Less team building
Can you legally change terms and conditions?

How do we transfer our culture to new staff in many locations?

What impact will these trends have on organizational culture?

- Different skill sets
- Different mixes of skills
- Constant upskilling as new platforms develop

What will be the impact on workplace relationships and wellbeing?

- Isolation.
- Less team spirit
- Increased wellbeing with more interesting work.

- Better work life balance
- People may have to take more responsibility
- May not need the current profile of staff.

Given the challenges identified in part 1&2, what are the mitigating actions your organization can take to be proactive not reactive?

- Need to think about how we can maintain access to data
- Cooperate/partner with universities and businesses
- Need to constantly upskill our staff
- What do we do with staff we can't upskill?
- Identify what can humans do better than robots?
- Technology solutions for multi-location working?
- Plan to maintain social contact and team building

How can we change the workplace for 'good'?

- Will there be a workplace?
- Use cloud solutions to allow physical changes to workplaces
- Need to train people to more critically analyze data from multiple sources.

Group B

Which challenges are more relevant to your local context?

- Speed, quality data, life time cycling new (IT) systems
- Artificial intelligence
- Exploring projects
- Corralling big data
- Digital platforms
- Slow difficult/expensive
 - Moving to clouds
 - Combining to blockchain platform

Are there other challenges?

- Data platform for customers

How are there mega trends already driving cultural changes in your organization?

- breaking silo's
 - multi disciplinary teams
 - new talent require innovation and need to be challenged.

What are the opportunities and risks for us in statistical organizations?

Opportunities:

- Work/life balance
- Reduce processing time data
 - focus on more interesting subjects
 - intellectual challenge
- reduced costs

Risks

- Procedures for all government parties
- Data Security, personal information
- How much of salary
- Staff turnover

What impact will these trends have on organizational culture?

- Having connection to colleagues
- Loss of loyalty

What will be the impact on workplace relations and wellbeing?

- Different management skills

Given the challenges identified in part 1 & 2, what are the mitigating actions your organization can take to proactive nor reactive?

- Increased focus on wellness program
- Technology offers to work: faster, better...
- Focus on collaboration

-Allow for failure and learn from it.

How can we change the workplace for the good?

- Rewarded in attention and recognition
- Awareness of responsibility, like pride, appreciation
- Encourage new comers
- More creative work
- Provide rotational opportunities

Group C

Which challenges are more relevant to your local context?

- Digitization of work
- Document archives
- Sensors for big data

Are there other challenges?

- Machine learning

How are these mega trends already driving culture changes in your organization?

- Need constant technology and possibilities.

What are the opportunities and risks for us in Statistical organizations?

Opportunities:

- Better quality work
- More... in skills

Risk:

- Technology fast, culture slow?

What impact will these trends have on organizational culture?

- Fear/uncertainty to culture
- Long period of disruption
- High value work time

What will be the impact on workplace relationships and wellbeing?

- Team spirit disrupted
- Need better definition of work/private time
- More oriented on task rather than time
- Stress
- Less personal contact

Given the challenges identifies in part 1 and 2, what are the mitigating actions your organization can take to be proactive not reactive?

- Open mind to technology
- Key partnership, ... on technology advancements

How can we change the workplace for 'good'?

- Communicate/Consult/Reassure/Refrain
- Proactive approach
- Establish agreement with universities in relative to the ... options
- talk to universities about empower skills (EMOS)

Group D

Which challenges are more relevant to your local context?

Are there other challenges?

How are these mega trends already driving cultural changes in your organization?

- Big data, machine learning
- Existence (value for cultures)
- AI
- Lack of capabilities
- Workforce retention
- Resistance
- Digital Breath

What are the opportunities and risks for us in Statistical organizations?

Opportunities:

- Make a shift
 - Stewardness
 - Integration
- Better interpersonal relationships (family; me-time)

Risks:

- Too slow

What impact will these trends have on organizational culture?

- Ethical issues
- Revolution of cultural organization

What will be the impact on workplace relationship or wellbeing?

- Transactional relationships