

## Workshop on Culture Evolution

11-13 September 2019, Geneva, Switzerland

1 April 2019

### Information Notice No. 1

#### *I. PURPOSE AND TARGET AUDIENCE OF THE WORKSHOP*

1. The Workshop on Culture Evolution will be held at the Palais des Nations, Geneva (Room V). It will take place on 11-13 September, starting at 9.30 on Wednesday 11 September, and ending by 13.00 on Friday 13 September.
2. The Workshop on Culture Evolution is organised by the Modernisation Group on Developing Organisational Capability, one of the four groups under the High-Level Group for the Modernisation of Official Statistics (HLG-MOS).
3. Our customer expectations are changing and their need for faster and more cost-effective information solutions will continue to evolve. The need to modernise our production methods is an ongoing driver. But changing production methods is not enough. We need to address cultural change in statistical organisations in order to create working environments that are increasingly adaptable, resilient and which attract and retain the best people, so we can more easily respond to the external challenges and continue to meet the changing needs of our customers.
4. The purpose of the workshop is to share knowledge and effective practices in human resources management related to the creation and maintenance of organisational culture that are 'fit for purpose'. Importantly, this includes the associated change management challenges.
5. The target audience of the workshop is mid to senior level staff members responsible for human resources management, training, risk management and other related areas in their respective organisations.

#### *II. AGENDA OF THE WORKSHOP*

6. The programme of the workshop will consist of the following substantive topics:
  - (i) **Mission and vision in shifting the organisational culture in NSOs**
    - What is culture of the organisation and why it is important
    - Defining organisational culture
    - The scale of cultural change challenge
  - (ii) **Measuring culture**
    - How to measure existing culture and define desirable culture
    - Identify key behaviours and everyday routines that embody the desired culture
    - Link between culture and team performance
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  - (iii) **Drivers of organisational culture**
    - Culture for the future and developing agile leaders
    - Culture change as an attraction and retention risk management strategy
    - Organisational culture and improving relationship with stakeholders

(iv) **Implementing culture change**

- Role of senior leaders to achieve desired culture change
- What techniques and tools to use to bring about culture change
- Importance of communicating culture change
- Key behaviours which improve organisational culture and the ones that minimise 'resistance to change'
- Change management approach, actions to build, and actions to maintain momentum once underway
- Dealing with resistance, examples of 'fantastic failures'

(v) **Monitoring and evaluation**

- How to measure the impact of culture change on performance and vice versa
- What tools could be used for monitoring and evaluation
- How to measure the impact of change interventions

### **III. PARTICIPATION AND ACCREDITATION**

7. Representatives of all Member States of the United Nations and of interested intergovernmental organisations are welcome to participate in the workshop. Participants representing non-governmental organisations in a consultative status with the United Nations Economic and Social Council may also attend. **All participants must be accredited by the competent authorities of their country or international organisation.**

8. All participants attending the workshop are requested to have a valid passport and, if required, a visa. Applications for visas should be made as soon as possible to the Swiss Embassy in the country in which the participant resides, with a reference to the Workshop on Culture Evolution. A letter to facilitate obtaining a visa can be requested from the UNECE secretariat.

9. Participants should register online by **16 August 2019** by following the link: <https://uncdb.unece.org/app/ext/meeting-registration?id=pzEtwv>

### **IV. TRAVEL AND ACCOMMODATION**

10. Participants and/or their offices are requested to make their own travel arrangements and hotel reservations. The UNECE secretariat regrets not being able to offer any financial assistance regarding travel and accommodation arrangements.

### **V. CALL FOR PAPERS, METHODS OF WORK AND OFFICIAL LANGUAGES**

11. The Organising Committee of the Workshop is specifically looking for interactive presentations based on experiences from National Statistical Offices. This could be concrete examples of the substantive topics for the workshop, such as lessons learned including 'fantastic failures'. Contributions can include papers, presentations, demonstrations, posters and videos. Other forms of contribution may be proposed. Full guidelines for contribution will be given following the acceptance of abstracts. Please note that due to the nature of the workshop, it may not be possible to allocate time to all proposed contributions. Thus, some of them can be put as a room document. Please take note of the deadlines and requirements explained below. The official language of the workshop is English.

12. The following **deadlines** and requirements apply:

- (i) A short abstract of the proposed contribution (paper, poster, "example of fantastic failure", etc.) should be submitted by e-mail to the UNECE secretariat, as soon as possible and by **31 May** at the latest. Information about the selection of contributions for the workshop, guidelines on formatting, and a reminder of deadlines will be sent to authors by email.
- (ii) Any written papers must be received by **31 July** at the latest.

(iii) Any presentation slides, videos or other electronic materials should be sent to the UNECE secretariat by **31 August** at the latest.

(iv) Any equipment required for practical demonstrations must be provided by the participants.

13. Papers and presentations will be made available on the website of the workshop at the following location: <https://statswiki.unece.org/display/HRMT/Workshop+on+Culture+Evolution>

14. Participants are encouraged to download the papers from the website and, where feasible, to use electronic devices to read papers to minimise paper use. Documents posted on the website before the workshop will not be distributed in the conference room.

#### **IV. VENUE**

15. The workshop will take place at: Palais des Nations, Geneva, meeting room V.

16. A second information notice will be issued and made available on the meeting website in due time, giving details for locating and entering the building, along with additional logistical information.

#### **V. FURTHER INFORMATION**

17. For further information, please contact:

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<b>DEADLINES</b>	
31 May 2019	<b>Abstract</b> or proposal for intended contribution
31 July 2019	<b>Paper</b>
16 August 2019	<b>Registration</b>
31 August 2019	<b>Presentation</b> or other material to be presented
11-13 September 2019	Workshop