## Workshop on Culture Evolution

11-13 September 2019
Geneva, Switzerland

### INF 1

Report of the Workshop

### INF 2

Report of the Workshop

### Outcomes of the discussions:
1. People strategy and its practical application
2. Complementary skills
3. Future World of Work

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### Opening

| Opening speech by the Chair of the Workshop Andrew Mann, ABS | Presentation |
| Work of the HLG-MOS and Modernisation Group on Developing Organisational Capability Taeke Gjaltema, UNECE | Presentation |

### Session 1: Mission and vision in shifting the organisational culture in NSO's

**Session Organizers:** Andrew Mann, ABS and Stacey Money, Statistics Canada

| 1 | Mission and Vision roadmap to a Modernised Statistics Canada. Stacey Money, Statistics Canada | Presentaion |
| 2 | When law leads culture: biases and opportunities. Angela Leonetti, Istat | Presentation |
| 3 | The Office for National Statistics (UK) Culture Journey. Ashley Flaherty, ONS UK | Presentation |
| 4 | Role of Chief Statistician in culture change. Hanung Pramusito and Sugeng Arianto, Statistics Indonesia | Paper Presentation |
| 5 | Implementing Leader-Led change at the Australian Bureau of Statistics (ABS) - embedding high performance, collaboration and customer focus. Andrew Mann, ABS | Paper Presentation |

### Special Session: Like Minds Advisory

**Session Organizers:** Todd Warner

| Embedding cultural change at all levels Todd Warner, Like Minds Advisory | Presentation |
| High Performance Behaviors in ABS- outcome of the work by Like Minds Advisory | Presentation |

### Session 2: Measuring culture

**Session Organizers:** Angela Leonetti, Istat

| 1 | The Office for National Statistics (UK) Organisational Health Indicators. Ashley Flaherty, ONS UK | Paper Presentation |
| 2 | Questionnaire for self-assessment of internal control – as an example of good practice at the Regional Statistical Office in Katowice. Ewa Jendrzej, Regional Statistical Office in Katowice, Poland | Presentation |
| 3 | Measuring Culture Change at Statistics Canada. Stacey Money, Statistics Canada | Presentation |

### Session 3: Drivers of organisational culture

**Session Organizers:** Marie Creedon and Eilish O'Sullivan, CSO Ireland

| 1 | Unlocking our Potential. Culture through job design. Terry McCaul, Statistics New Zealand | Presentation |
| 2 | Changing the culture of how we learn. Introducing reflective learning as central component of: SMART Start - Year One Programme. Marie Creedon and Eilish O’Sullivan, CSO Ireland | Presentation |
| 3 | Drivers of the Culture Change Program in the Australian Bureau of Statistics: Making the most of a ‘fantastic failure’. Andrew Mann, ABS | Paper Presentation |

### Group work: People strategy and its practical application

**Session Organizers:** Marie Creedon and Eilish O'Sullivan, CSO Ireland
### Session 4: Implementing culture change

**Session Organizers:** Anna Borowska, Statistics Poland and Tine Pestaj, Statistical Office of Slovenia

1. **Work Smart with Lean and Agile Principles: Lean and Agile adapt culture evolution.** Martha Kevers, Statistics Netherlands
   - **Type:** Paper Presentation

2. **Dealing with resistance to culture change: how to work on a failure.** Antonio Ottaiano and Pietro Scalisi, Istat
   - **Type:** Paper Presentation

3. **Corporate social responsibility as an element of building organizational culture in Statistics Poland.** Anna Borowska, Statistics Poland
   - **Type:** Presentation

**Group work on Complementary skills**

**Session Organizers:** Marie Creedon and Eilish O'Sullivan, CSO Ireland

- **Competencies Framework**
- **Reports from the groups**
  - **Type:** Presentation

**Group work: Future world of work**

**Session Organizers:** Ashley Flaherty, ONS UK

- **Future world of work**
- **Reports from the groups**
  - **Type:** Paper

### Session 5: Monitoring and evaluation

**Session Organizers:** Fabrizio Rotundi, Istat

1. **Measuring, monitoring and evaluating cultural change at the Australian Bureau of Statistics (ABS).** Andrew Mann, ABS
   - **Type:** Paper Presentation

2. **Promoting Organizational ethics to drive organizational improvements: ISTAT’s experience.** Fabrizio Rotundi, Istat
   - **Type:** Paper Presentation

3. **Building the High-Performance Culture.** Terry McCaul, Statistics New Zealand
   - **Type:** Presentation

Human resources and more...

[Link to Workshop's page on the UNECE website](#)