

Workshop on Culture Evolution

11-13 September 2019

Geneva, Switzerland

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[Report of the Workshop](#)



Outcomes of the discussions:

1. People strategy and its practical application
2. Complementary skills
3. Future World of Work

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 Stats Canada. Stacey Money, Statistics Canada		Presentation
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	Paper	Presentation
4	Role of Chief Statistician in culture change. Hanung Pramusito and Sugeng Arianto, Statistics Indonesia		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 Jendrzek, 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

	What is a People Strategy		Present ation
	Reports from the groups	Pa per	

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	Paper	Presentation
2	Dealing with resistance to culture change: how to work on a failure. Antonio Ottaiano and Pietro Scalisi, Istat	Paper	Presentation
3	Corporate social responsibility as an element of building organizational culture in Statistics Poland. Anna Borowska, Statistics Poland		Presentation

Group work on Complementary skills

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

	Competencies Framework		Presentation
	Reports from the groups	Paper	

Group work: Future world of work

Session Organizers: Ashley Flaherty, ONS UK

	Future world of work		Presentation
	Reports from the groups	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	Paper	Presentation
2	Promoting Organizational ethics to drive organizational improvements: ISTAT's experience. Fabrizio Rotundi, Istat	Paper	Presentation
3	Building the High-Performance Culture. Terry McCaul, Statistics New Zealand		Presentation

[Human resources and more...](#)

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