

Workshop on Culture Evolution

11-13 September 2019

Geneva, Switzerland

INF 1

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

Opening

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| 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

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| 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

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| 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

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| 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 Jendrzew, 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

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| 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

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| | 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

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| 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

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| | Competencies Framework | | Presentation |
| | Reports from the groups | Paper | |

Group work: Future world of work

Session Organizers: Ashley Flaherty, ONS UK

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| | Future world of work | | Presentation |
| | Reports from the groups | Paper | |

Session 5: Monitoring and evaluation

Session Organizers: Fabrizio Rotundi, Istat

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| 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](#)