

# 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 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

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

	<b>What is a People Strategy</b>		Present ation
	<b>Reports from the groups</b>	Pa per	

## Session 4: Implementing culture change

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

1	<b>Work Smart with Lean and Agile Principles: Lean and Agile adapt culture evolution.</b> Martha Kevers, Statistics Netherlands	<a href="#">Paper</a>	<a href="#">Presentation</a>
2	<b>Dealing with resistance to culture change: how to work on a failure.</b> Antonio Ottaiano and Pietro Scalisi, Istat	<a href="#">Paper</a>	<a href="#">Presentation</a>
3	<b>Corporate social responsibility as an element of building organizational culture in Statistics Poland.</b> Anna Borowska, Statistics Poland		<a href="#">Presentation</a>

### Group work on Complementary skills

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

	Competencies Framework		<a href="#">Presentation</a>
	Reports from the groups	<a href="#">Paper</a>	

## Group work: Future world of work

Session Organizers: Ashley Flaherty, ONS UK

	<b>Future world of work</b>		<a href="#">Presentation</a>
	<b>Reports from the groups</b>	<a href="#">Paper</a>	

## Session 5: Monitoring and evaluation

Session Organizers: Fabrizio Rotundi, Istat

1	<b>Measuring, monitoring and evaluating cultural change at the Australian Bureau of Statistics (ABS).</b> Andrew Mann, ABS	<a href="#">Paper</a>	<a href="#">Presentation</a>
2	<b>Promoting Organizational ethics to drive organizational improvements: ISTAT's experience.</b> Fabrizio Rotundi, Istat	<a href="#">Paper</a>	<a href="#">Presentation</a>
3	<b>Building the High-Performance Culture.</b> Terry McCaul, Statistics New Zealand		<a href="#">Presentation</a>

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

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