

# 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

|  |                              |
|--|------------------------------|
| Opening speech by the Chair of the Workshop Andrew Mann, ABS   | <a href="#">Presentation</a> |
| Work of the HLG-MOS and Modernisation Group on Developing Organisational Capability<br>Taeke Gjaltema, UNECE | <a href="#">Presentation</a> |

## 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   |                       | <a href="#">Presentation</a> |
| 2 | When law leads culture: biases and opportunities. Angela Leonetti, Istat   |                       | <a href="#">Presentation</a> |
| 3 | The Office for National Statistics (UK) Culture Journey. Ashley Flaherty, ONS UK   | <a href="#">Paper</a> | <a href="#">Presentation</a> |
| 4 | Role of Chief Statistician in culture change. Hanung Pramusito and Sugeng Arianto, Statistics Indonesia  |                       | <a href="#">Presentation</a> |
| 5 | Implementing Leader-Led change at the Australian Bureau of Statistics (ABS) - embedding high performance, collaboration and customer focus. Andrew Mann, ABS | <a href="#">Paper</a> | <a href="#">Presentation</a> |

## Special Session: Like Minds Advisory

Session Organizers: Todd Warner

|   |                              |
|---|------------------------------|
| Embedding cultural change at all levels<br>Todd Warner, Like Minds Advisory   | <a href="#">Presentation</a> |
| High Performance Behaviors in ABS- outcome of the work by Like Minds Advisory | <a href="#">Presentation</a> |

## Session 2: Measuring culture

Session Organizers: Angela Leonetti, Istat

|   |  |                       |                              |
|---|--|-----------------------|------------------------------|
| 1 | The Office for National Statistics (UK) Organisational Health Indicators. Ashley Flaherty, ONS UK  | <a href="#">Paper</a> | <a href="#">Presentation</a> |
| 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 |                       | <a href="#">Presentation</a> |
| 3 | Measuring Culture Change at Statistics Canada. Stacey Money, Statistics Canada   |                       | <a href="#">Presentation</a> |

## 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   |                       | <a href="#">Presentation</a> |
| 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 |                       | <a href="#">Presentation</a> |
| 3 | Drivers of the Culture Change Program in the Australian Bureau of Statistics: Making the most of a 'fantastic failure'. Andrew Mann, ABS  | <a href="#">Paper</a> | <a href="#">Presentation</a> |

## 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<br>ation |
|  | <b>Reports from the groups</b>   | Pa<br>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                | Paper | Presentation |
| 2 | <b>Dealing with resistance to culture change: how to work on a failure.</b> Antonio Ottaiano and Pietro Scalisi, Istat                         | Paper | Presentation |
| 3 | <b>Corporate social responsibility as an element of building organizational culture in Statistics Poland.</b> 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

|  |                                |       |              |
|--|--------------------------------|-------|--------------|
|  | <b>Future world of work</b>    |       | Presentation |
|  | <b>Reports from the groups</b> | Paper |              |

## 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 | Paper | Presentation |
| 2 | <b>Promoting Organizational ethics to drive organizational improvements: ISTAT's experience.</b> Fabrizio Rotundi, Istat   | Paper | Presentation |
| 3 | <b>Building the High-Performance Culture.</b> Terry McCaul, Statistics New Zealand   |       | Presentation |

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

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