

Workshop on Human Resources Management and Training

Modernising statistics: how to get there?

Geneva, 15 - 17 October 2014, Palais des Nations - Salle V

Preliminary Agenda - 8 October 2014

Wednesday, 15 October 2014	
9.30 – 9.40	Opening and welcome Lidia Bratanova, Director, UNECE Statistical Division Fabrizio Rotundi, Chair of the Workshop, ISTAT
Session 1: Modernising National Statistical Offices Session chair: Carsten Boldsen, UNECE	
9.40 – 10.00	Modernising Official Statistics – the Human Dimension <i>Jacqueline Mayda, Statistics Canada</i>
10.00 – 10.15	Follow-up on the outcome of the HRMT workshop in Budapest in 2012 <i>Wouter Jan van Muiswinkel, Statistics Netherlands</i>
10.15 – 10.30	Outcome of the 2013 survey on HRMT and Modernisation <i>Fabrizio Rotundi, ISTAT</i>
10.30 – 10.40	Introduction to group work <i>Nicole Njå, Headway</i>
10.40 – 11.10	Discussion in groups
11.10 – 11.30	Coffee/tea break
11.30 – 12.00	Presentations from groups
12.00 – 12.30	Discussion
12.30 – 14.30	Lunch
Session 2: How can HRMT contribute to the modernisation of the NSO? Session chair: Wouter Jan van Muiswinkel, Statistics Netherlands	
14.30 – 14.35	Introduction by the chair
14.35 – 14.45	Preparation of human resources for changes resulting from the modernization of statistical production in Polish public statistical system <i>Janusz Dygaszewicz, Agnieszka Pacuska, CSO Poland</i>
14.45 – 14.55	Opportunities, Challenges and Practical Approaches for Training and Human Resource Management in National Statistical Offices <i>John L. Eltinge, U.S. Bureau of Labor Statistics</i>
14.55 – 15.05	Career of “Jan Statistic” based on the new HR strategy of the Hungarian Central Statistical Office <i>Gábor Csutorás, Hungarian Central Statistical Office</i>
15.05 – 15.15	General Discussion

Session 2: How can HRMT contribute to the modernisation of the NSO? (continued)	
Poster presentations	
15.15 – 15.40	<p>Building a Strategic Workforce Planning Capability at the U.S. Census Bureau <i>Jonathan Basirico, U.S. Census Bureau</i></p> <p>Towards an integrated analytical approach <i>Justyna Wójtowicz, CSO Poland</i></p> <p>Experience of the National Bureau of Statistics of the Republic of Moldova in the modernization of human resources <i>Diana Birsa, National Bureau of Statistics of the Republic of Moldova</i></p>
15.40 – 16.00	Reports from the authors of posters and discussion
Room document	
	<p>Diversity management <i>Denise Schroeder, Statec Luxembourg</i></p>
16.00 – 16.20	Coffee/tea break
Session 3: Change management	
Session chair: Hans Viggo Sæbø, Statistics Norway	
16.20 – 16.25	Introduction by the chair
16.25 – 16.35	<p>Change management through transformation <i>Julianne Jex, Australian Bureau of Statistics</i></p>
16.35 – 16.45	<p>Change management – the key role of managers in the implementation of Lean in Statistics Norway <i>Anne S. Trolie and Ingvild Maanum Møller, Statistics Norway</i></p>
16.45 – 16.55	<p>Excellent management and leadership support for putting change management into practice successfully – Why, What, How & Results <i>Martin Lagerström, Statistics Sweden</i></p>
16.55 – 17.05	<p>Rethinking and reshaping Organizational systems in time of changes: The Process of Risk Management in Istat <i>Fabrizio Rotundi, Eleonora Rocchi, Alessandro Hinna, ISTAT and Tor Vergata</i></p>
17.05 – 17.30	General discussion
17.45 – 19.15	<p>Reception offered by EFTA Restaurant des Delegates, Palais des Nations, 8th floor</p>

Thursday, 16 October 2014**Session 4: Training and Learning****Session chair: Thana Chrissanthaki, Eurostat**

9.30 – 9.35	Introduction by the chair
9.35 – 9.45	Continuing training at a Statistical Agency as a key factor of Human Resource Management <i>Igor Polyanskiy, ROSSTAT</i>
9.45 – 9.55	The ABS Statistical Capability Framework – the first step in transforming the statistical capability learning environment <i>Donna Nicholson, Australian Bureau of Statistics</i>
9.55 – 10.05	Workforce planning & informal learning at Statistics Netherlands <i>Marja Eppink, Statistics Netherlands</i>
10.05 – 10.15	General discussion
Poster presentations	
10.15 – 10.40	E-learning project: introduction to the official statistics <i>Christian Bertram, Destatis</i>
	Statistics Netherlands' involvement in Summer School – collaboration with Utrecht University <i>Rob van de Laar, Statistics Netherlands</i>
10.40 – 11.00	Reports from the authors of posters and discussion
Room document	
	Classroom learning vs E-learning in Statistical Training Institute of Statistics Korea <i>Kyung Ae Park, Statistics Korea</i>
11.00 – 11.20	Coffee/tea break
Session 4: Training and Learning (continued)	
11.20 – 11.25	Introduction by the chair
11.25 – 11.35	EMOS – European Master in Official Statistics <i>Markus Zwick, Eurostat</i>
11.35 – 11.45	Training needs in the NSS in view of the new European Master in Official Statistics – the Italian case <i>Maria Pia Sorvillo and Nereo Zamaro, ISTAT</i>
11.45 – 11.55	Towards EMOS student's internship in the HCSO <i>Katalin Keszthelyiné Kobzos, Hungarian Central Statistical Office</i>
11.55 – 12.05	How can the EMOS help tackle future challenges of the ESS <i>Bojana Radojević, Statistical Office of Montenegro</i>
12.05 – 12.30	General discussion
12.30 – 14.30	Lunch

Session 5: Job competencies for the future	
Session chair: Anna Borowska, CSO of Poland	
14.30 – 14.35	Introduction by the chair
14.35 – 14.50	Job competencies for the future <i>Olga Pazharytskaya, National Statistical Committee of the Republic of Belarus</i>
14.50 – 15.05	Skilled Staff – The Secret to Modernising Statistics <i>Marie Creedon and Eilish O’Sullivan, CSO Ireland</i>
15.05 – 15.20	A new job for statisticians: the data scientist. Which skills, how to build them? <i>Antonio Ottaiano, ISTAT</i>
15.20 – 15.35	Raising the level of competences of the CSO employees through the modernization of Statistical Education System <i>Emilia Andrzejczak, CSO Poland</i>
15.35 – 16.00	General discussion
16.00 – 16.20	Coffee/tea break
Session 6: Measurement of the outcome of the HRMT activities	
Session chair: Donna Nicholson, ABS	
16.20 – 16.25	Introduction by the chair
16.25 – 17.20	Panel discussion: <i>Wouter Jan van Muiswinkel, Statistics Netherlands</i> <i>Hans Viggo Sæbø, Statistics Norway</i> <i>Thana Chrissanthaki, Eurostat</i> <i>Anna Borowska, CSO of Poland</i> <i>Antonio Ottaiano, ISTAT</i>
17.20 – 17.30	General discussion
Friday, 17 October 2014	
Session 7: Strategic directions for the future	
Session chair: Gabriel Gamez, UNECE	
9.30 – 9.45	Introduction to group work <i>Nicole Njâ, Headway</i>
9.45 – 10.15	Discussion in groups 1. The role of HRMT in supporting the modernisation of NSO
10.15 – 11.00	2. Lessons learned from earlier sessions
11.00 – 11.20	Coffee/tea break
11.20 – 11.35	Group work (continued) 3. The first step in the right direction
11.35 – 12.05	Feedback from the participants
12.05 – 12.20	Proposals for future work
12.20 – 12.30	Summary and closing of the workshop