

Workshop on Culture Evolution

11-13 September 2019, Geneva, Switzerland

Room V

9 September 2019

DAY 1 – Wednesday 11 September

09:30	Welcome and Opening UNECE: Taeke Gjaltema, UNECE Chair of the Workshop: Andrew Mann (ABS)	
10:00	Work of the HLG-MOS and Modernisation Group on Developing Organisational Capability Taeke Gjaltema, UNECE	WP. 1-1
10:20	Session 1: Mission and vision in shifting the organisational culture in NSOs Session Organizers: Andrew Mann, ABS and Stacey Money, Statistics Canada	
10:25	Mission and vision roadmap to a modernised Statistics Canada Stacey Money, Statistics Canada	WP. 1-2
10:45	When law leads culture: biases and opportunities Angela Leonetti, Istat	WP. 1-3
11:05	Coffee Break	
11:25	The Office for National Statistics (UK) Culture Journey Ashley Flaherty, ONS UK	WP. 1-4
11.45	Role of Chief Statistician in culture change Statistics Indonesia	WP. 1-5
12.05	Implementing Leader-Led change in the Australian Bureau of Statistics (ABS) – embedding high performance, collaboration and customer focus Andrew Mann, ABS	WP. 1-6
12.25	General discussion	
12:30	Lunch Break	
	Special session by Like Minds Advisory	
14:00	Embedding cultural change at all levels Todd Warner, Like Minds Advisory	
15:20	Coffee Break	
15.40	Session 2: Measuring culture Session organizer: Angela Leonetti, Istat	
15.45	The Office for National Statistics (UK) Organisational Health Indicators Ashley Flaherty, ONS UK	WP. 2-1
16:05	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	WP. 2-2
16.25	Measuring Culture Change at Statistics Canada Stacey Money, Statistics Canada	WP. 2-3
16.45	Discussion	
16:50	Examples of fantastic failures	
17:20	Discussion	
17:30	Closing Day 1	

DAY 2 – Thursday 12 September

09:00	Opening day 2 and recap day 1	
09:10	Session 3: Drivers of organisational change Session organizers: Marie Creedon and Eilish O’Sullivan, CSO Ireland	
09:15	Unlocking our Potential. Culture through job design Terry McCaul, Statistics New Zealand	WP. 3-1
09:35	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	WP. 3-2
09:55	Drivers of the Culture Change Program in the Australian Bureau of Statistics: Making the most of a ‘fantastic failure’ Andrew Mann, ABS	WP. 3-3
10:15	Discussion	
10:20	Coffee Break	
10:40	Group work: People strategy and it’s practical application Session organizers: Marie Creedon and Eilish O’Sullivan, CSO Ireland	
10:45	Group work: People strategy and it’s practical application	
11:50	Reporting back from the groups	
12:10	General discussion	
12:30	Lunch Break	
14:00	Session 4: Implementing culture change Session Organizers: Anna Borowska, Statistics Poland and Tine Pestaj, Statistical Office of Slovenia	
14:05	Work Smart with Lean and Agile Principles: Lean and Agile adapt culture evolution Martha Kevers, Statistics Netherlands	WP. 4-1
14:25	Dealing with resistance to culture change: how to work on a failure Antonio Ottaiano and Pietro Scalisi, Istat	WP. 4-2
14:45	Corporate social responsibility as an element of building organizational culture in Statistics Poland Anna Borowska, Statistics Poland	WP. 4-3
15:05	Sprint summary – complementary skills	
15:25	Discussion	
15:40	Coffee Break	
16:00	Group work: Future world of work Session Organizer: Ashley Flaherty, ONS UK	
16:05	Group work: Future world of work	
16:50	Reports from the groups	
17:10	General Discussion	
17:30	Closing Day 2	

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DAY 3 – Friday 13 September

09:00	Opening day 3 and recap day 2	
09:10	Session 5: Monitoring and evaluation Session organizer: Fabrizio Rotundi, Istat	
09:15	Measuring, monitoring and evaluating cultural change in the Australian Bureau of Statistics Andrew Mann, ABS	WP. 5-1
09:35	Promoting Organizational ethics to drive organizational improvements: ISTAT's experience Fabrizio Rotundi, Istat	WP. 5-2
09:55	Building the High-Performance Culture Terry McCaul, Statistics New Zealand	WP. 5-3
10:15	General Discussion	
10:20	Coffee Break	
10:40	Small group discussions on future work Actions that build culture	
11:25	Reporting back	
11:35	Best presentation award	
11:45	Voting Future Work	
12:00	Conclusions	
12:15	Closing of Workshop	