

## Business Case for Workshop on Human Resources Management and Training

This business case was prepared by the Modernisation Group on Developing Organisational Capability and is submitted to the HLG-MOS for their approval.

Type of Activity			
<input type="checkbox"/>	New project	<input type="checkbox"/>	New activity
<input type="checkbox"/>	Extension of existing project	<input checked="" type="checkbox"/>	Extension of existing activity
<i>Projects are undertaken by separate project teams. Projects are expected to produce a significant contribution to achieving the HLG-MOS vision</i>		<i>One of the priority topics for HLG-MOS work in 2019 is agile and adaptive culture and communicating our value. Continuing work of MG on DOC we can go further in this area.</i>	
<i>See here for more details: <a href="https://statswiki.unece.org/display/hlgbas/HLG-MOS+Strategy">https://statswiki.unece.org/display/hlgbas/HLG-MOS+Strategy</a></i>			
Purpose			
<i>The goal of this proposed activity is to help NSOs to address rapid changes that many organisations are going through and to discuss and share best practices in the area of HRMT among the statistical organizations in the UNECE region.</i>			
Description of the activity			
<p><i>It is planned to have this Workshop back to back to the Workshop on Statistical Data Dissemination and Communication, with one overlapping day to discuss issues relevant for both groups.</i></p> <p><i>Some of the topics proposed for discussion are the following:</i></p> <ul style="list-style-type: none"> <li><i>• More on methods for measuring outcomes, innovations in human resources management, and leadership of change;</i></li> <li><i>• Moving from management to leadership, mechanisms for the transfer of knowledge and expertise between staff, and new techniques and methods for working in times of change;</i></li> <li><i>• Capability development, re-branding to be more interesting to potential employees, staying agile and keeping a holistic view. The input of some non-statistical organisations would be interesting;</i></li> <li><i>• Design of organisations, software for human resources management, leadership and engaging staff, and improving well-being;</i></li> <li><i>• Changing job profiles; identifying obsolete and upcoming jobs;</i></li> <li><i>• Employment value proposition/ strategies for retaining and recruiting staff;</i></li> <li><i>• Develop core skills &amp; future proof;</i></li> <li><i>• Culture optimum for NSO in Modernization;</i></li> <li><i>• Modernization Models for HR;</i></li> <li><i>• Staff engagement and internal communication;</i></li> <li><i>• Attracting new staff.</i></li> </ul> <p><i>The Group can organise the workshop in September 2020 in Geneva, Switzerland. Proposed duration of the workshop is 2, 5 days, without interpretation.</i></p>			
Alternatives considered			
<i>There is no similar workshop organised by other international organisations at the moment.</i>			
How does it relate to the HLG-MOS vision and other activities under the HLG-MOS?			
<i>This activity proposal is aligning directly with HLG-MOS vision within agile and adaptive culture and also with priority topic on culture evolution and communicating our value</i>			
Proposed start and end dates			
<b>Start:</b> January 2020		<b>End:</b> October 2020	

