

## **Recap of day 4 within small group discussion**

- Participants were asked to discuss:
  - Reflections on the day's presentations
  - Sharing experiences from the COVID-19 lock down: lessons learned, fantastic failures, etc.
  - Is there anything that you would like to ask colleagues from other NSOs?

# Main outputs

- All presentations were very interesting and impressive
- Presentations showed that in difficult times we adjusted quickly (as a agile institutions), in particular HR/L&D did a very good job in an unusual time
- COVID-19 is a bad experience but a lot of good coming from it
- UNECE had a lot of elements in place so the transition to remote working was good. Webex had been a programme/tool that was taking time to embed across the wider community and now it is difficult to get a slot.

# Main outputs

- Sharing of learning and shared of programmes and process in particular related to Statistical and GSBPM much appreciated
- New way of on-line training should be innovative but also a standard one
- Special attention should be given to our internal trainers to be ready for new challenges

# Main outputs

- Most employees and managers have found out that it is possible to be as productive when working remotely as it happens when in presence, in spite of some problems (IT, logistics, work/life balance, adaptation efforts, result assessment, etc.).
- Now, it's possible to come back to office but there is some reluctance from people for not only a safety matter, but due to the rising awareness that we can work very well from everywhere.
- The shift in our working culture is underway
- **MISSION IMPOSSIBLE BECAME MISSION POSSIBLE**