

GET TO KNOW THE SPEAKERS

SESSION 1: TRAINING/LEARNING AND DEVELOPMENT

ANNA BOROWSKA, POLAND (WORKSHOP CHAIR)



Anna Borowska graduated with degrees in Administration and Law. She is an attorney and currently serves as the Civil Service Director at Statistics Poland. In this role, she is responsible for managing all necessary resources, including organisational, financial and HR resources, to ensure the efficient functioning of the office.

Additionally, she is the co-chair of Capabilities and Communication Modernisation Group, which operated under the umbrella of High Level Group of Modernisation of Statistics (HLG – MOS).

MELANIE FORSBERG, CANADA (SESSION CHAIR)



Melanie Forsberg is the Director General of the Workforce and Workplace Branch at Statistics Canada. In this role, she is the Head of Human Resources and Chief Security officer, overseeing all human resources activities, facilities and security for the agency. Melanie has spent the last 13 years at Statistics Canada in various roles. As Chief of Staff to the Chief Statistician of Canada from 2019 until 2022, she supported the Chief Statistician directly in achieving the agency's mandate, helped coordinate the agency's response to the covid-19 pandemic, supported the 2021 census of population, and supported the work of the Canadian Statistics Advisory Council. Previously, she has held various roles in human resources, including Director of Recruitment, Official Languages and Diversity, and Director of Human Resources Business Intelligence, Transformation and Wellness. Melanie has a Bachelor's degree in Psychology from the University of Ottawa.

ZHASMIN KUNEVA, EFTA

Zhasmin Kuneva is from Bulgaria, where she obtained a university degree in Psychology. Zhasmin has HR experience from both public and private sector. She joined EFTA 4 year ago and as an HR Coordinator she has a strong input in the learning & development strategy of the organisation.

ZULKHUMOR TALIPOVA, UZBEKISTAN



Zulkhumor Talipova is the Head of the Department of Human Resources Management and Development at the Statistics Agency under the President of Uzbekistan, with over 25 years of experience in the statistical system. She advises on gender equality issues and plays a key role in shaping HR policy. A permanent member of the UNECE Working Group on HR Management and Training, she also chairs several councils on women's affairs. Talipova has been honored with awards for her contributions to

Uzbekistan's independence and social development. She is the author of over 20 scientific articles and mentors young specialists.

TIZIANA CARRINO, ITALY

Tiziana Carrino graduated in Political Science with a master's degree in Organization in Public Administration. She has been working for ISTAT, the Italian National Institute of Statistics, since 2006 and currently coordinates the training and organizational learning office. With over 20 years of experience, she specializes in designing and implementing innovative training projects aimed at enhancing staff skills and promoting a culture of continuous learning within ISTAT. She is responsible for and an expert in training and organizational learning processes.

VJOLLCA LASKU, ALBANIA



Mrs. Vjollca Lasku is the Head of the HR Sector at the Institute of Statistics of Albania, bringing extensive expertise in human resource management and organizational development. She holds a degree in economics and has a strong background in implementing HR strategies aligned with the Eurostat European Code of Practice.

Mrs. Lasku plays a key role in managing recruitment processes, capacity-building initiatives, and the development of comprehensive training programs designed to support the professional growth of employees. Her focus on training and development ensures that staff members have the necessary skills to excel in their roles, fostering a culture of continuous learning and operational excellence within the organization.

GULMIRA BEXAUTOVA, KAZAKHSTAN

Gulmira Bexautova is the Head of the Human Resources Development Department in the Bureau of National Statistics of the Republic of Kazakhstan. Within this role, Gulmira Bexautova

is responsible for strategic planning and implementation of HR development programs, as well as for employee training and development. In her work, she adheres to the principles of sustainable development and result orientation, actively works on the introduction of modern technologies into HR processes, and also creates programs to improve corporate culture. Currently, Gulmira Bexautova is studying for a master's degree on "Statistics and Data Management in modern Economics", at the same time, she regularly shares her knowledge and experience at seminars and conferences, where she acts as a lecturer.

SESSION 2: INTEGRATION, INCLUSION AND ETHICS

FABRIZIO ROTUNDI, ITALY (SESSION CHAIR)

Fabrizio Rotundi has been working for Istat, Italian National Institute of Statistics, since 2001; he is in charge of the Fraud Risk Management Unit. He has been dealing with Planning and Control for more than 30 years both in private and public sector, gaining significant experience in Risk Management. He collaborates as lecturer and teacher with the Italian National school of Administration and some Universities and participated in international projects, such as the implementation of the European Statistics Code of Practice, coordinated by Eurostat. He has been collaborating with UNECE for about 12 years and led the team which provided the Risk Management Guidelines among statistical organizations and the Task team on Ethical leadership.

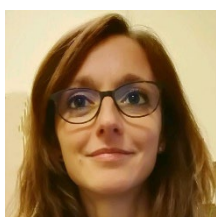
ANGELA LEONETTI, ITALY

Angela Leonetti has a degree in Humanities and a Master in Anticorruption and Transparency. She has been working for Istat for more than twenty years and since 2014 she supports monitoring of Istat compliance to disclosure obligations and freedom of information. She is also a teacher in both these subjects for public sector employees. Since 2016 she is a member of the Capabilities and Communication Group under the HLG-MOS, and a member of the task team on ethical leadership since 2021.

MAULANA FARIS, INDONESIA

Maulana Faris is a statistician from BPS Indonesia who is also the Indonesia country coordinator for the International Statistical Literacy Project under ISI. Apart from that, he is also a professional comic artist and writer.

KATIA AMBROSINO, ITALY



Researcher at the Italian National Institute of Statistics (Istat), at the Directorate for human resources. Public sector performance, Risk management, anti-corruption and transparency expert. Certified Management Systems Auditor.

SESSION 3: “EMPLOYER OF CHOICE” BRAND DEVELOPMENT

AGNIESZKA SZLUBOWSKA, POLAND (SESSION CHAIR)



Agnieszka Szlubowska is Director of the Statistical Office in Kraków. She has been professionally associated with the Statistics Poland for over 20 years. She is actively involved in research and development works in the field of social statistics. She is the initiator of research methodology, projects and author of numerous publications. She cooperates with international institutions such as Eurostat, OECD, UNESCO, World Bank, WHO. She graduated the Faculty of Management and Social Communication at the Jagiellonian University in Kraków, postgraduate studies in the field of the art market, graduated the management of public administration institutions at IESE Business School.

WENDY SCHELFAUT, BELGIUM



Wendy Schelfaut is Press Officer and Head of the Communication and Dissemination department at Statistics Belgium.

She has worked in communications for over 15 years, in private, public and non-profit organizations and has a soft spot for HR-related communication such as employer branding and internal communication.

PIETRO SCALISI, ITALY

Pietro Scalisi has a PhD in Sociology and social research. He is a First technologist at the Italian Institute of Statistics. After many years spent in the production staff for social statistics, where he worked in particular on the occupations survey, he is currently working at the Human Resources Division. He is involved in the development of the Istat Competence System, in the management of managerial training and on the organizational skills. He also conducts training for new staff and an innovative course on training the trainers.

SESSION 4: EVALUATION OF BLENDED/HYBRID WORKING AND DATA ANALYTICS

JEREMY VISSCHERS, NETHERLANDS (SESSION CHAIR)



Jeremy Visschers, PhD in Mathematic (2000), has been working for Statistics Netherlands since 2000. The last 10 years he has been working as a Lean Six Sigma Black Belt and Continuous Improvement coach, helping teams improving their work and processes, changing the way they work and collaborate, creating a culture of continuous learning and improvement. Four years ago he joined the Task Team on the Future of Work (Capabilities and Communications Group, HLG-MOS) as the chair adding his expertise on Lean, Agile and cultural change to the topics the team worked on, like Hybrid/Flexible work, Inclusion, Diversity and Equity, Reaching Youth.

DEIRDRE HARTE, IRELAND



Deirdre Harte is the Strategic HR Lead in the Central Statistics Office in Ireland with responsibility for strategic workforce planning, People Strategy and HR data. Deirdre is a Science graduate from University College Cork and her early career was working in Quality Control and Quality Assurance in manufacturing industry. Deirdre has a Master of Arts degree in Public Management from the Institute of Public Administration (IPA), an Advanced Diploma in HR from the CIPD and is a Chartered Member of the CIPD. She was the CSO representative on a Working Group tasked with developing an evaluation model to review the operation of blended working in the Irish Civil Service. Deirdre is currently the CSO representative on a Working Group focused on professionalising the HR function in the Irish Civil Service.

CHIARA LIMITI, ITALY



Chiara Limiti, a graduate in communication sciences and with a master's degree in human resources development skills and a doctorate in legal and political sciences. She worked for several years as a consultant for the Scuola Nazionale della Pubblica Amministrazione - Higher School of Training (Office of the Presidency of the Council of Ministers) which is mainly concerned with the training of public managers. In this role, she worked on various aspects, from the design of training to evaluation, from monitoring to internal communication, from institutional site to external events. Employed at Istat since 2012. Currently responsible of

activities on training offered by external bodies to ISTAT and of activities on agile work, remote work, teleworking and any hybrid form of work organization.

SARAH JOHNSTON-WAY, CANADA



Sarah Johnston-Way is the Director of HR Business Intelligence, Wellness, and Transformation at Statistics Canada. Her work focuses on leveraging data analytics to inform strategic HR planning and decision-making, while promoting workplace health, culture, and continuous improvement of business processes. Sarah is also actively involved in supporting Statistics Canada's transition to a hybrid work model. In 2023, she was the recipient of the Canadian Human Resources Council Michelle C. Comeau Award for Human Resources Innovation for her team's work in collecting and reporting on employee wellness data. Previously, she contributed to the collection, analysis, and dissemination of social statistics, particularly in the area of crime and victimization. Sarah is a mother of two and resides in Ottawa, Canada, on the unceded and unsundered territory of the Algonquin Anishnaabe people.

GEMMA KELLY, UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

Gemma is an innovative people data expert with a proven track record in delivering strategic data solutions that drive transformative change. With a wealth of experience spanning both the public and private sectors, she has successfully partnered with FTSE100 clients across diverse industries, including retail, finance, transport, and health.

Gemma's current role is the Head of People Practice and Insights at the Office for National Statistics (ONS), where she has been for 4 years. Prior to this, she was the Head of People Analytics, serving large corporate clients across the UK and internationally. In addition to her core role, Gemma also chairs the UK Civil Service People Data and Analytics Delivery Group, where she brings together people data leads across government to enhance people data maturity and coherence.

With a solid foundation in HR and data, Gemma brings 15 years of HR experience and 11 years of specialised expertise in HR data to her role. Gemma is adept at forging strong relationships with stakeholders, skilfully translating high-level requirements into actionable technical deliverables. She champions the importance of clarity in outcomes to ensure the derivation of valuable insights. Her collaborative approach involves a thorough review of business priorities and a deep understanding of how leaders leverage data and evidence to guide their decisions.

PHILIPPA BONAY, UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

Philippa leads the Operations Group, which includes Communications and Digital Publishing, Security and Information Management, Surveys (including Field) and People and Business Services. The aim of this Group is to provide excellent enabling delivery and enabling corporate functions across the whole of the ONS.

Alongside her role as Director for Operations, Philippa is also the Director for People and Business Services, responsible for human resources (HR), estates, facilities management, health & safety, business services. She is also the HR Director for the Government Analysis Function, People Lead for the Government Statistical Service and a member of the Government People Group HR Executive.

Philippa is an experienced executive leader of business and HR teams, with extensive international corporate experience in both the private and public sectors, with specialisms in transformation, leadership, talent, learning & development and organisational design & development. Her career has been driven with a strong ethos for inclusion, fairness, compassion, innovation, and colleague experience.

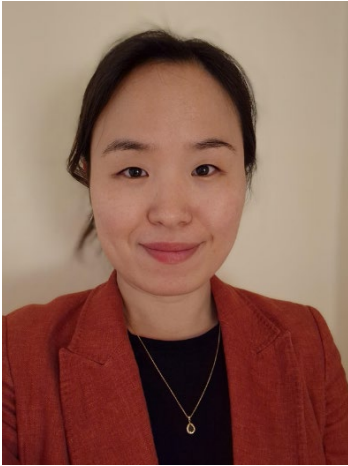
Philippa was awarded an OBE in 2024 for public and charitable services for her work across the civil service, military and in the violence against women and girls charity sector.

LINCOLN BLAIR, UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

Lincoln worked initially in executive recruitment, HR consulting, media and manufacturing in New Zealand before moving to the UK in 2007. His career in the UK Civil Service spans five different departments and a wide variety of HR leadership roles, with a strong focus on change and organisational design and development. He was Head of Organisation Design at the Department for Business Energy and Industrial Strategy prior to joining the Office for National Statistics in 2020. His current role includes leadership of OD&D, HR Business Partnering, Inclusion, Culture and Wellbeing teams and will shortly expand to include Policy, Pay and People Analytics. Lincoln is a Chartered Fellow of the CIPD and is also heavily involved in People Strategy and Strategic Workforce Planning, and leads the Property and Health and Safety functions.

SESSION 5: FUTURE WORK

INKYUNG CHOI, UNECE



Ms. InKyung Choi is the Head of the Statistical Management and Modernisation Unit of the Statistics Division at the United Nations Economic Commission for Europe (UNECE). As UNECE Secretariat for the High-Level Group for the Modernisation of Official Statistics (HLG-MOS), she has extensive international collaboration experience on emerging technologies and modernisation topics, such as AI and standards. Prior to joining UNECE, she worked at the UN Economic Commission for Africa (UNECA). She holds a Ph.D. in Geospatial Statistics from Purdue University.

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