Human resources management in modern statistics

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What change we want to achieve?

As is

To be
What process/approach we can use?
What is modern statistics

Common Statistical Production Architecture

Modernised Statistics

GSBPM

Methods

Technology

GSIM
GAMSO

Strategy & leadership

**Define vision**
- Understand national & international directions & factors
- Determine vision, mission & strategic goals
- Determine organizational value proposition
- Determine and communicate values & expectations
- Create interest and awareness

**Govern & lead**
- Develop strategies for achieving organizational goals
- Prioritize capability portfolios
- Prioritize statistical product & service portfolio
- Define annual statistical programs
- Allocate project & programme portfolio budgets
- As & d & maintain internal statistical & professional excellence
- Ensure general coordination & alignment
- Define general organizational policies
- Publish policies, guidelines & informative documents

**Manage strategic collaboration & cooperation**
- Build & maintain strategic relations, nationally & internationally
- Build & maintain external statistical excellence
- Advance inter-agencies & international collaborations
- Secure support for statistics & capability portfolios
- Coordinate the national statistical system

Capability management

- Plan capability improvements
- Develop capability improvements
- Monitor capabilities
- Support capability implementation
- Identify disruptions & capability improvements
- Propose capability improvements projects
- Manage capability improvements programmes
- Undertake background research
- Develop detailed capability requirements
- Design capability solution
- As & d & release capability solution
- Manage capability development project
- Maintain capabilities
- Promote capability
- Create capability
- Support design
- Support operations
- Support use extensively

Corporate support

- Manage business & performance
- Manage finance
- Manage human resources
- Manage IT
- Manage statistical methodology
- Manage information & knowledge
- Manage consumers
- Manage data suppliers
- Manage buildings & physical space
- Manage quality
- Manage business & performance
- Manage finance
- Manage human resources
- Manage IT
- Manage statistical methodology
- Manage information & knowledge
- Manage consumers
- Manage data suppliers
- Manage buildings & physical space
- Manage quality

Production

Generic Statistical Business Process Model
Challenges ahead

CHANGE IS NEVER PAINFUL ONLY THE RESISTANCE TO CHANGE IS PAINFUL

- Modifying the duties
- Raising staff awareness
- Overcoming resistance
Human resources change management at the stage of introducing changes in a statistical organisation

- To make sure that the staff understands the approaching changes
- To provide employees the Knowledge Base.
- To overcome resistance
- To analyse the roles assigned to the organisation employees
- To precise determination of changes in duties and skills required in various positions within the organisation
- To draw up a list of key persons responsible for introducing changes

CHANGE
LOVE IT
FEAR IT
The Knowledge Base – capacity building

Wisdom

Suppliers

Processes

Structured

Customers

Products

Services

Knowledge

Information

Data

Supported by „IT“
Human resources change management at the stage of consolidating changes in a statistical organisation

- Further staff trainings
- Search for the areas of new improvements
- Ensuring employee satisfaction
- Internal communication
Human potential is the underlying resource to be used during system changes.
Properly motivated, trained and well-informed employees assigned to adequate positions constitute the paragon of success in the implementation of system changes.
It is extremely important to put huge emphasis on the professional development and reputation of statisticians.
The acquisition of new competences and awareness-raising are gradual processes.
Attention should be paid to individual competences and capabilities, which should be subject to continuous development.
It is indispensable to set up a system of incentives, both financial and non-financial.
A good example of the organisation manager as the change leader is the prerequisite to an efficient implementation of each system change.
THANK YOU FOR YOUR ATTENTION