Modernisation Committee on the Organisational Framework and Evaluation: Activities in 2015-16

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On behalf of the Modernization Committee on Organizational Framework and Evaluation
Committee Members

- Jackey Mayda (Canada – Chair)
- Marie Creedon, Eilish O’Sullivan (Ireland)
- Milena Grassia, Antonio Ottaiano, Fabrizio Rotundi (Istat) and Prof. Alessandro Hinna (University of Rome, Tor Vergata)
- Carina Fransen, Wouter Jan van Muiswinkel (Netherlands)
- Ingvild M. Moller, Anne Trolie (Norway)
- Anna Borowska (Poland)
- Thana Chrissanthaki (Eurostat)
- Jonathan Challener (OECD)
- Tetyana Kolomiyets, Steven Vale (UNECE Secretariat)
Terms of Reference

• One of 4 sub-committees of the High Level Group

• Scope of work: Human Resources, Training, Organisation/Structure, Legal, Licencing and to develop an evaluation mechanism for modernisation activities

• As a result of a very productive joint workshop in October 2014, Human Resources Management and Training (HRMT) group merged with this Committee
Priority areas

• Risk management
• Building competencies
• Guidelines for managers including best practices
• Organizational barriers to international collaboration
• Developing a Modernization Maturity Model (MMM), and providing a roadmap for the implementation of the HLG-MOS standards (GSBPM, GAMSO, GSIM and CSPA)
• Evaluation of the project cost benefit analysis methodology developed by Eurostat
Risk management

• Survey on Risk Management practices in NSOs conducted and preliminary analysis of the results was prepared
• Based on the analysis, a follow-up in-depth survey was sent to selected countries
• Guidelines on risk management practices in statistical organizations drafted and presented at Risk Management workshop (April 2016)
• Sections include
  – risk management framework (risk management system, resources, processes, monitoring and reporting)
  – risk management process (communication, context, risk assessment, treatment, monitoring and control)
  – risk based control and audit, information systems, maturity model
Risk management

• A third questionnaire sent out to specific countries in order to get more detail on lessons learned (what was most successful, what was most difficult, what not to do when implementing risk management)

• Your feedback on the second draft of the guidelines is very welcome
Building competencies

• Survey on the skills needed for Big Data was conducted

• Skills profile for team working with Big Data in statistical organizations finalised
  – Big Data team, Big Data team leader, and Big Data taxonomy

• Next steps include
  – testing of the skills profiles in statistical organisations (recruiting new staff; upskilling existing staff)
  – webpage with links to training materials for staff working with Big Data
Building competencies

Big Data Team Leader Level Competency:

- Leadership and Strategic Direction
- Judgement and Decision Making
- Management and delivery of results
- Data Analytical/Visualisation skills
- Specialist Knowledge and Expertise
- Building Relationships and Communication
- Statistical/IT Skills
Building competencies

Big Data Team Level Competency:

- Statistical/IT Skills
- Specialist knowledge and expertise
- Team work
- Innovation and contextual awareness
- Interpersonal and communication
- Delivery of results
Guidelines for managers including best practices

- ABS publication *Guidelines for managers* was used as a basis
- Guidelines for managers was reviewed and updated based upon the experiences from countries participating in the MC
- Guidelines will be kept as a live document on the wiki
English version of the Guidelines

http://www1.unece.org/stat/platform/display/GFM/Guidelines+for+Managers
Russian version of the Guidelines

http://www1.unece.org/stat/platform/pages/viewpage.action?pageld=123145021
Work plan topics to be discussed during this workshop

**Best practices in capabilities development** *(Session 6)*

- how knowledge and skills are acquired, circulated and kept within organisations
- training, learning, coaching, knowledge sharing and competencies development
- assessing effectiveness of capability development

**Staff motivational analysis/employee engagement** *(Session 3)*

- motivation and de-motivation in the context of modernisation and organisational change
- the perception of belonging

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Work plan topics to be discussed during this workshop

Organizational barriers to international collaboration in the context of HRMT (Session 5)

• Explore how international collaboration can be fully realised
• Documentation of the barriers and existing practices
• Seeking input of the HRMT workshop participants, in particular for possible solutions and good practices
Thank you for your attention!