Building resilience in statistical organisations

KEY NOTE SPEAKER, MR. TORSTEIN BYE, DIRECTOR, DEPARTMENT OF SOCIAL STATISTICS,
STATISTICS NORWAY

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The 5 topics for this workshop

1. Measuring progress and performance
   ◦ Statistical organisations all face change – we need to track our progress

2. Encourage innovation
   ◦ Share best practices and learn from each other

3. Developing skills and capabilities
   ◦ Growing the skills needed for future, emerging needs

4. Approaches to learning and development
   ◦ How to invest and develop a learning culture

5. Leadership for change
   ◦ Agile leadership and strategic adaptability
Building Resilience – why?

• The world is changing fast:
  ◦ **New and increasing demand** for statistics and analyses about existing but also new phenomena
  ◦ **The access to new data changes fast** – big data – unstructured data – demand for new methodology – which also creates new opportunities
  ◦ **Open data** access also opens for **increased competition** in delivering statistical quality facts
  ◦ **The technology** changes fast – opens up for generic systems, machine learning, roboting
  ◦ **The budgets constraints** become more and more strict
  ◦ **The competence of the staff** consequently must develop
    - retirement and turnover, recruiting, upskilling, internal mobility

• The increasingly dynamic external and internal conditions demands
  ◦ **Strategic adaptability** accepting the core values and the need for change
  ◦ Dynamic organisations focusing on **efficient competence building and competence utilisation**
Norway’s Strategic platform

Vision
Stories and numbers

VALUES
Dynamic  Dedicated  Sharing

GUIDING PRINCIPLES FOR LEADERS
Clear and accessible  Forward-looking and professional  Efficient and holistic-minded

Main thematic areas
Connecting with the outside world  Themes and stories  News and user communication, dissemination  Figures on businesses (services)  Modernisation  Competence for the future
What we seek to achieve in Statistics Norway

• Open up for innovation in products, services, and production systems
• Adding value to the statistics in combining and analysing (research)
• Building a robust and dynamic workforce prepared for and adapting to necessary change
• Organising the business to support the strategy
• Encourage and foster creativity and flexibility
My advice to HR and training Professionals

• Align your HR and training activities to business needs by
  ◦ Understanding the business strategy, the need for change
  ◦ Close “daily” cooperation with the business managers
  ◦ Discuss and understand the challenges and help fostering the possibilities
  ◦ Help to build Competence for the future
  ◦ Help in making efficient utilisation of the labour force – including mobility

• Support us in making change happen – upfront – not by call
• My best wishes for this HRMT workshop 2018!

Thanks for listening!