



**The Modernisation Group
on Developing Organisational Capabilities**
activity proposals 2020

**WORKSHOP ON THE MODERNISATION
OF OFFICIAL STATISTICS**

19 - 20 November 2019, Geneva, Switzerland



Activity proposals 2020

- Skills and Capability Framework
- Competences training and development
- Ethical Leadership Framework
- Research the future of work and the workplace in the context of the modernisation agenda
- Workshop on Human Resource Management and Training

Skills and Capability Framework

2018 – the Statistical Training Framework

2019 – Key capabilities for Modernising NSOs

2020 – proposal of necessary changes in GSBPM and GAMSOS in order to align these two models with proposed Skills and Capability Framework

Competences training and development

- The way how the competencies are mapped and identified as a core capabilities for modernising NSOs can be acquired, developed, enhanced and shared within NSOs.
- We plan to:
 - ✓ search NSOs approaches and methods in developing competencies by training their staff by promoting informal learning proces,
 - ✓ conduct a survey among DOC group members to find out different points of view and to share good practices,
 - ✓ finally create the repository of good practices together with quidelines on training activities supporting the modernisation processes.

Ethical Leadership Framework

- 2017 – Risk Management Framework and related Guidelines
- 2020 – continuation of work in the area of corporate social responsibility of NSOs meaning:
 - ✓ acting in an ethical and transparent way,
 - ✓ promoting ethical behaviour,
 - ✓ commitment to deterring, preventing and detecting fraud.
- We plan to review literature and design a survey to collect valuable feedback, insight and inputs in the area of CSR approach.

Research the future of work and the workplace in the context of the modernisation agenda

- Developing organisational capability is a key enabling factor in supporting the modernisation agenda, providing both challenges and opportunities for NSOs.
- Thus, there is a need to examine how organisational capability can be developed across the pillars of work, workforce and workplace in order to have a holistic view of the future world of work which will support the successful implementation of outputs from other modernisation groups as well as position of NSO's as key collaborators in the statistical ecosystem.
- We plan to:
 - ✓ establish an inventory of modernisation topics currently being examined by other modernising groups within the HLG-MOS community,
 - ✓ develop better engagement and communication structures with these groups and collaborate to establish organisational capability challenges associated with outputs,
 - ✓ identify topics and areas under the heading of work, workforce and workplace to allow us position NSI's in the context of the modernisation agenda and the future world of work.

Workshop on Human Resources Management and Training

- This workshop will be organised back to back with workshop on Statistical Data Dissemination and Communication, with one overlapping day for issues relevant for both groups.
- Topics proposed:
 - ✓ Methods for measuring outcomes, innovations in HRM,
 - ✓ Moving from management to leadership,
 - ✓ NSOs rebranding,
 - ✓ Attracting new staff,
 - ✓ Changing job profiles,
 - ✓ Strategies for retaining and recruiting staff,
 - ✓ Modernisation models for HRM.
- September 2020
- Duration of 2,5 days

Thank you for your attention!