

# Building resilience in statistical organisations

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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

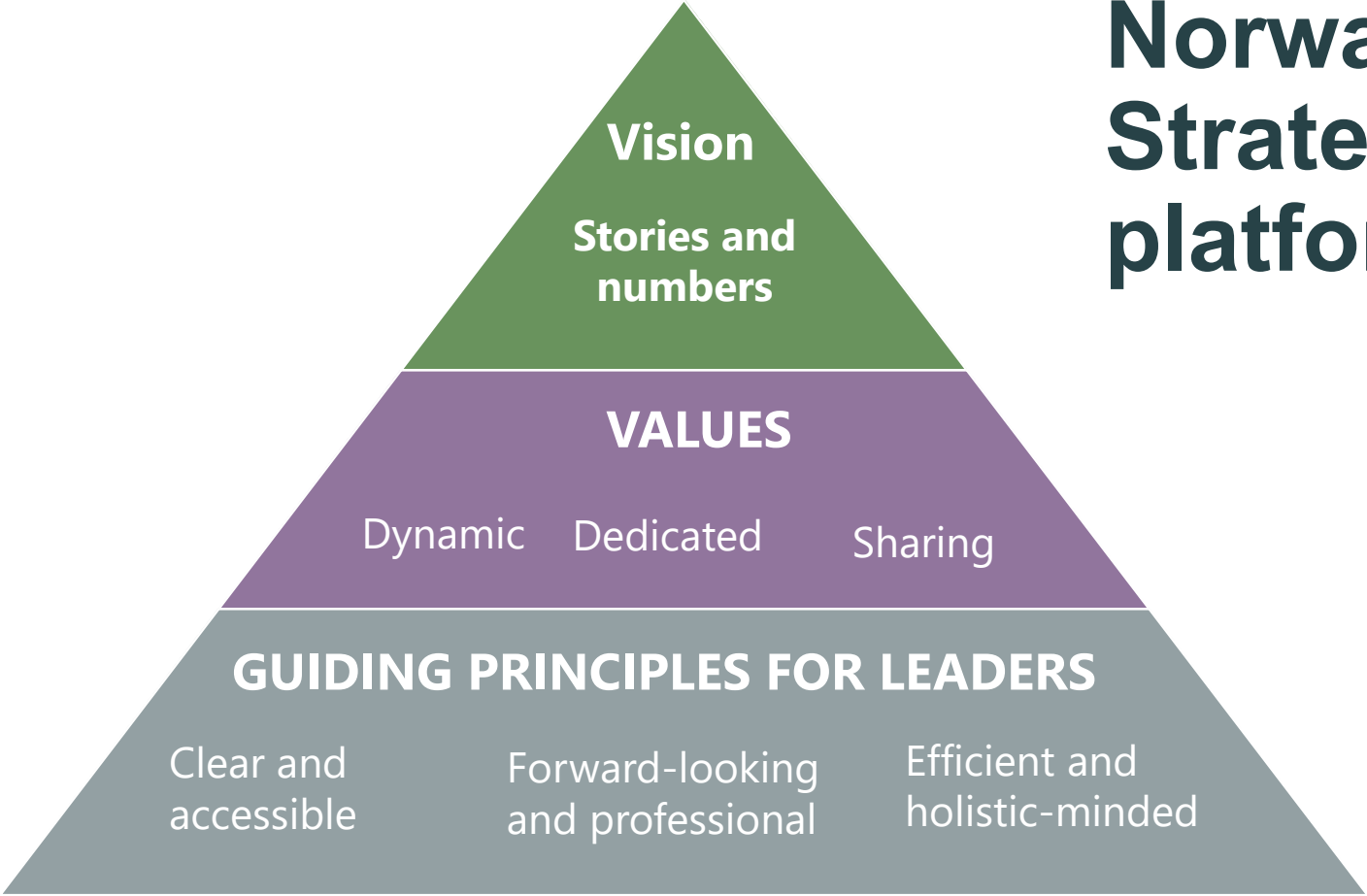
## 5. Leadership for change

- 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, robotics
  - **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**

# Statistic Norway's Strategic platform



## 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!**