

Regional Training Course on the NSDS
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Managing Change



PARIS 21

Partnership in Statistics for
Development in the 21st Century

Innovate to keep pace. Tomorrow began yesterday.

- The only thing constant is change.
- Change comes with pain. Manage both.
- When you go through change, you abandon something.
- Change is built on continuity, on solid foundations of the organization.

Change Management...

- Important issue in planning and implementing an NSDS.
- Organisations and individuals will need to change and change is difficult.
 - ✓ Staff may feel threatened. This needs to be well managed.

Change Management...

- Importance of **leadership and management:**
 - ✓ communication,
 - ✓ creating awareness,
 - ✓ maintaining support,
 - ✓ encouraging NSDS “change agents”
- Need to **engage and motivate staff:**
 - ✓ individual job plans and appraisal and incentive systems;
 - ✓ non-financial incentives;
 - ✓ recognition of work done and delegation

... and changing people

- Change **takes time** and does not lead to immediate improvements.
- Few **“people” problems** can be solved quickly
- Changing **organisations, individuals and systems** might involve changing work ethics, mind sets, organisational structure and culture, procedures, etc.
- Change needs to be **well planned and well managed**.