



EUROPEAN CONFERENCE ON QUALITY IN OFFICIAL STATISTICS 2024 ESTORIL - PORTUGAL





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QUALITY IN OFFICIAL STATISTICS
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Establishing Skills and Competences for the Modern Statistical Office in a Learning Organization

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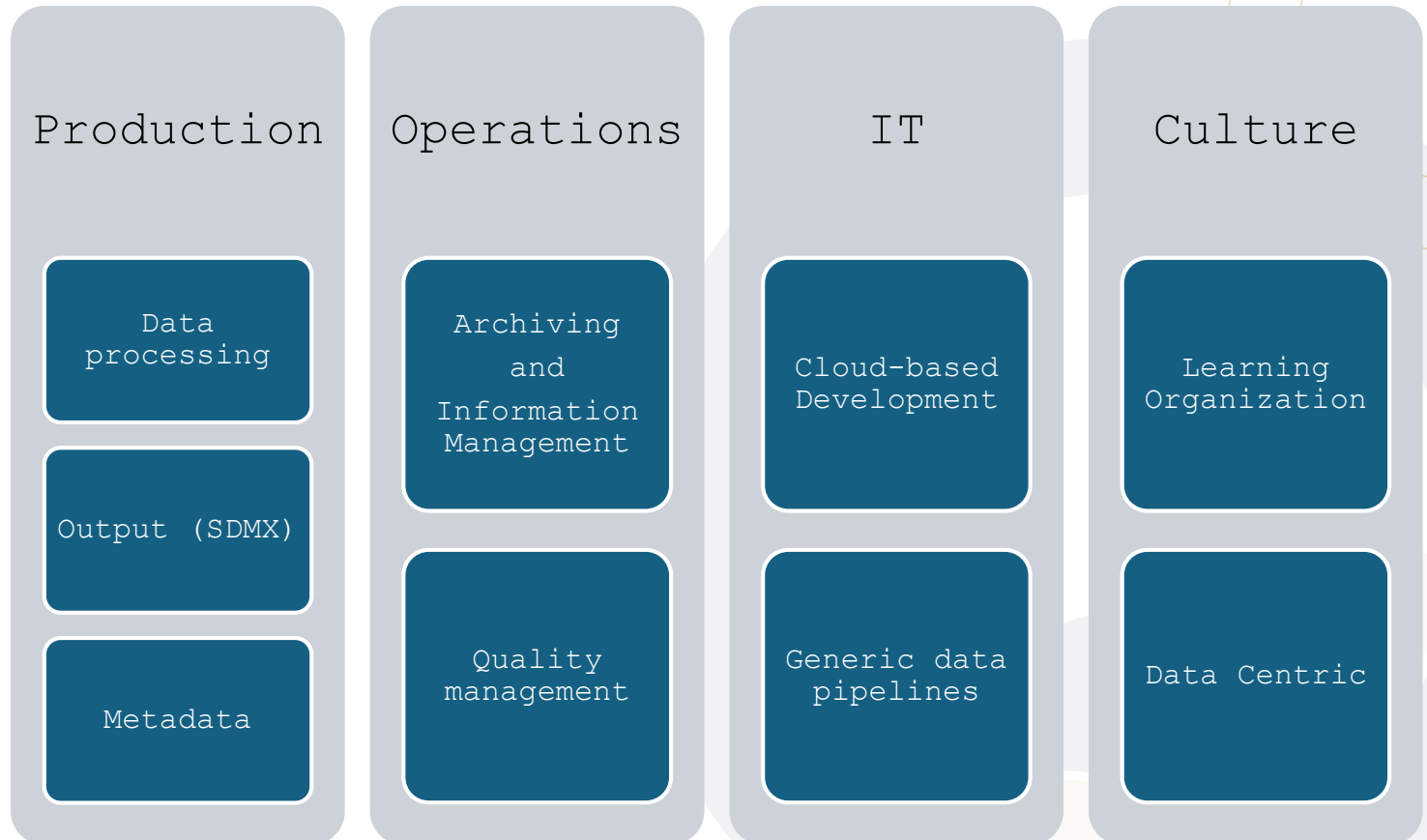
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Modernization at CBS

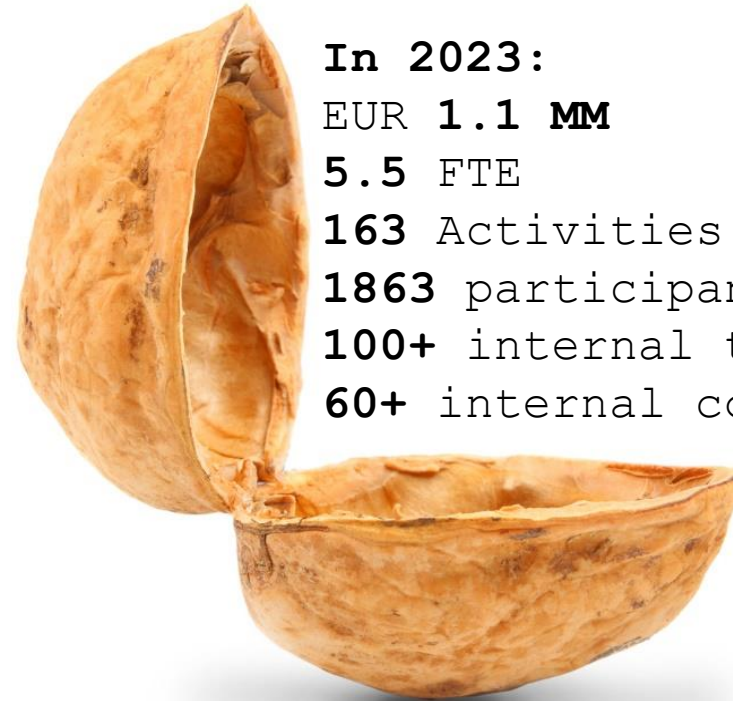




CBS Academy

Est. 2019

- **One-stop-shop** for learning needs
- For **all CBS staff**
- **Driving force** towards learning organization



In 2023:

EUR 1.1 MM

5.5 FTE

163 Activities

1863 participants (944 unique)

100+ internal teachers

60+ internal courses



Partner in Development

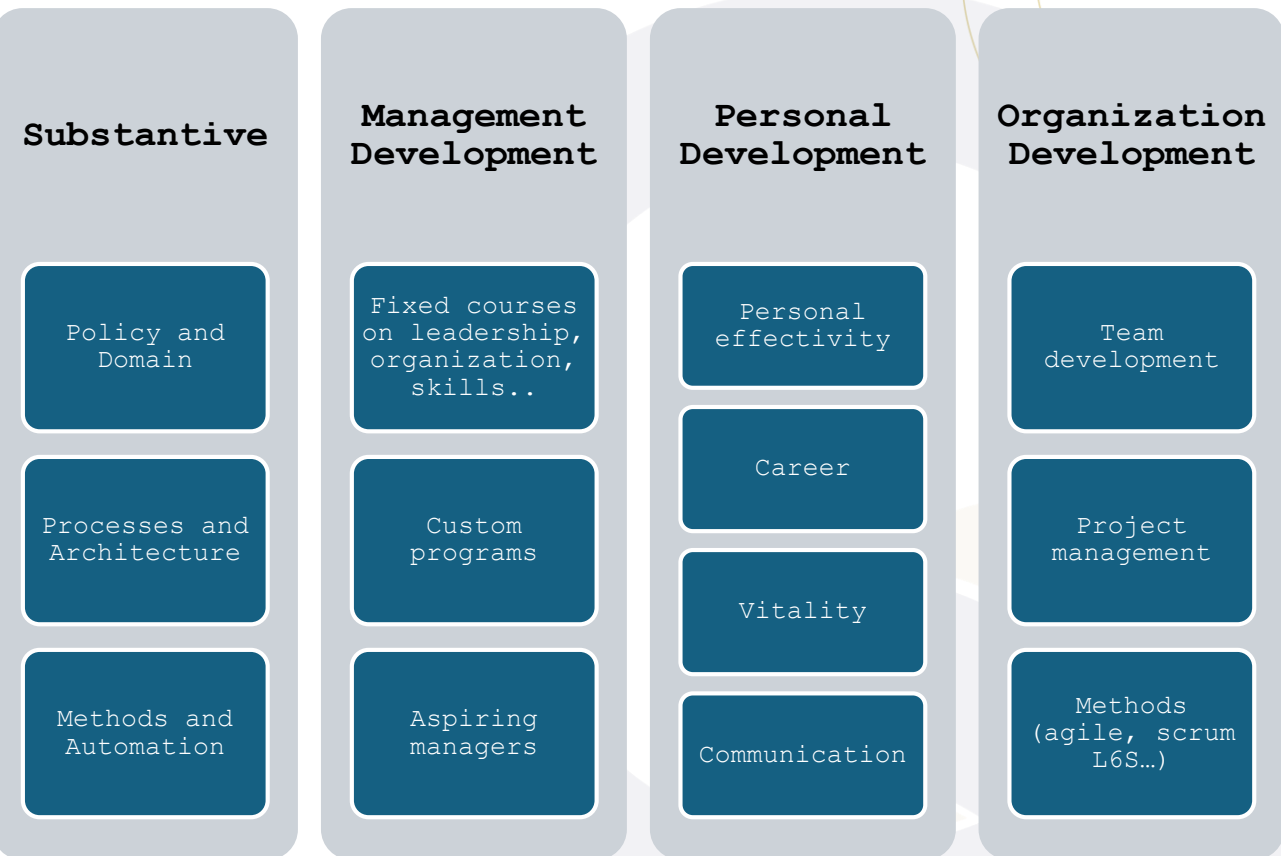
- **Enhance effectiveness** of learning
- **Close** to the work floor
- **Driving force** of learning organization (team development)
- **Competences** are leading
- **Share knowledge** internally and externally



Competences

Modernisation Goals

Curricula





Learning organization

Team learning
A lot of work is teamwork, and reflecting on that can be useful. Your coworkers are a great source of feedback



Growth Mindset
People with a growth mindset believe that they can develop their skills and knowledge over time. Without this conviction, you won't even try



Shared vision
When CBS staff understands where CBS wants to go, it is easier to collaborate and organize the learning process



Leadership

Employees look to leaders for exemplary behavior. When leaders dare to learn, experiment and admit their mistakes, employees will also adopt a more learning attitude.



Safe learning environment

Work always takes place within a certain context. To learn, a safe working climate is important because it encourages employees to question, experiment, and learn from their mistakes.



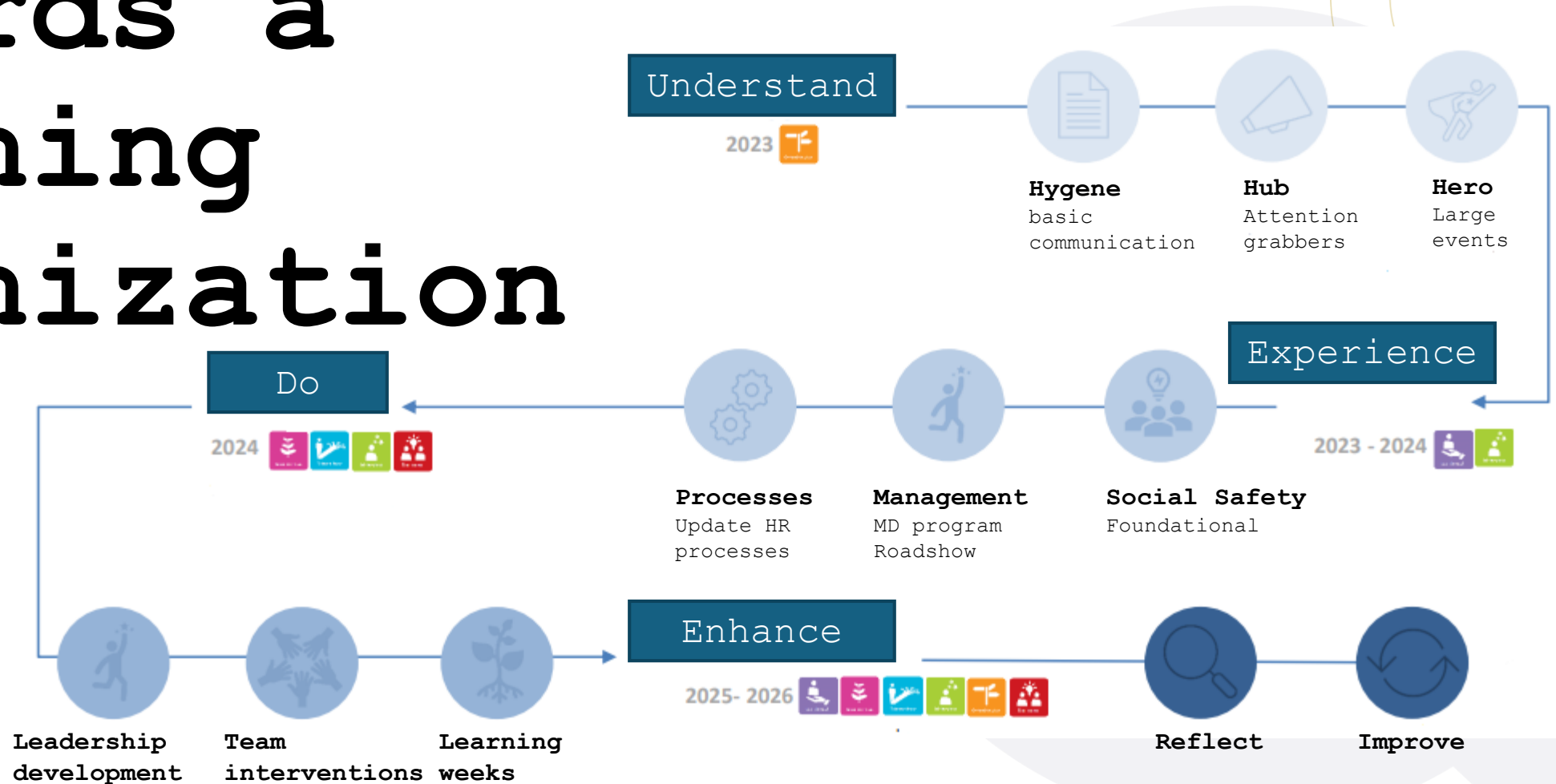
External focus

Focusing outwards, both within and beyond organizational borders, we are capable of spotting new trends and developments, to learn, and collaborate.





Towards a learning organization





Summary

- CBS is modernizing on many aspects simultaneously
- CBS Academy supports by offering relevant trainings and other learning interventions
- CBS Academy drives move to learning organization

Slides and paper: www.markvanderloo.eu/publications

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