Development of experts and multi-skilled employees at Statistics Finland
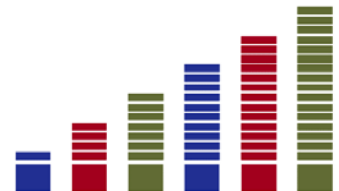
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Madrid, May 31 - June 3

Contents

Coaching as a method for developing expertice

- Case 1: Professional identity groups of statistical experts
- Case 2: Statistical experts as team leaders
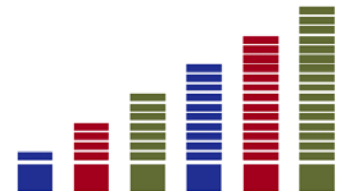- Case 3: Multidisciplinary team work

Coaching in Statistics Finland

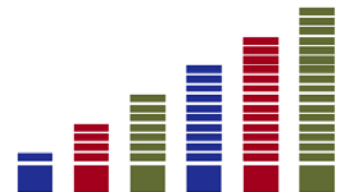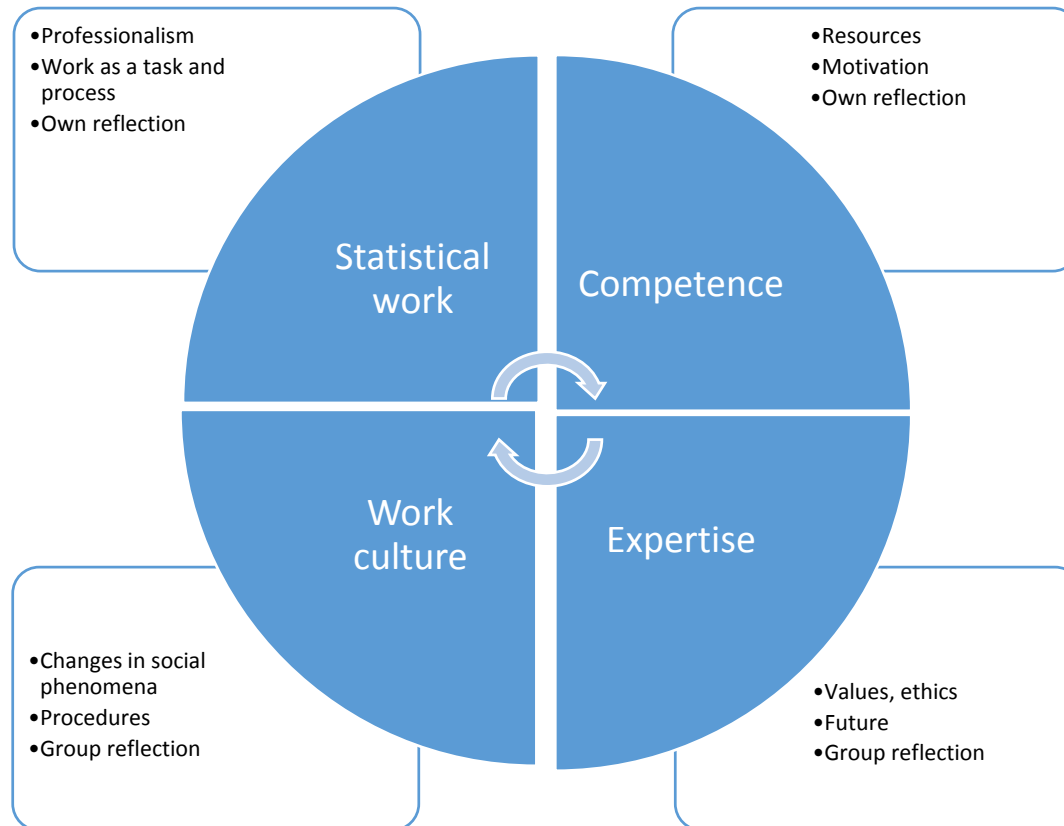Coaching is a new tool for competence development of statistical skills. Our path:

- Training of coaches
- Target groups:
    - Managers
    - Identity of statisticians
    - Team leaders
    - Future: Multiskilled teams
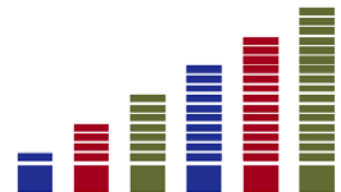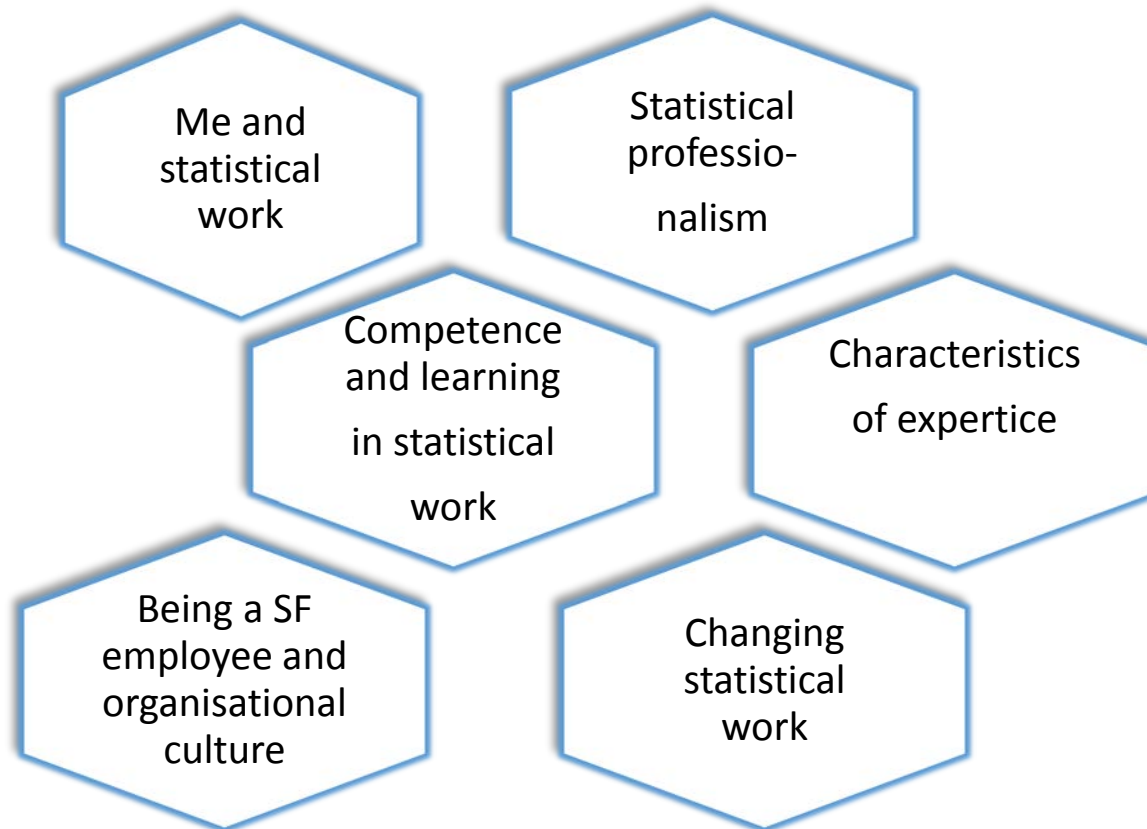
Definition:

- researching, assessing and developing of one's work with a trained coach.
- Own reflection, group reflection.
- Focus on group coaching.
- A learning process that seeks solutions to improve the fluency of work and promote professional learning

Case 1: Professional identity groups of statistical experts

- Professionalism
- Work as a task and process
- Own reflection

- Resources
- Motivation
- Own reflection

Statistical work

Competence

Work culture

Expertise

- Changes in social phenomena
- Procedures
- Group reflection

- Values, ethics
- Future
- Group reflection

Case 1: Professional identity groups of statistical experts, themes

Case 2: Statistical experts as team leaders

Process competence:

- Masters the work stages of the statistics/statistical system and the related quality criteria.

Content competence:

- Masters the social phenomena described by the statistics and the related challenges.

Supervisory competence:

- Has the ability to communicate about and organise the team's tasks in accordance with the goals.

Team competence:

- Has the ability to lead the team and ensure that the team works smoothly.

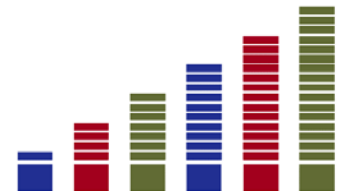# Case 2: Statistical experts as team leaders, themes

The position of teams in the organisation

Team leader's tasks and responsibilities

Cooperation between the team leader and supervisor

Working team

Teams and changes in statistical work

Case 3: Multidisciplinary team work in development of statistical knowledge

The Idea was born in discussion with statistical experts

Many new phenomena requires new ways of thinking and different ways to process and combine information.

- Recognition of the phenomena which should be regarded with this method is needed
- We need experts of different fields and a concrete target which will be developed together
- For example: How do our experts communicate in social media

We speed up learning via working together in a mutidisciplinary teams
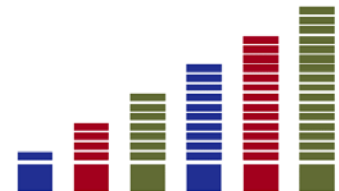
Multidisciplinary teams where statisticians could work together with specialist of different areas