

# 2014 FCSM Statistical Policy Seminar

## Leadership in a Statistical Agency

Dr. Nancy A. Potok

Deputy Director and Chief Operating Officer

December 16, 2014

# Topics



The framework



The approach

# The framework...



Identifying the “blind spots”

Changing the behavior

Modeling the behavior

# Identifying the blind spots

Assess your organization for lack of self-awareness

Review training and development programs

Examine your organization's feedback mechanisms

# Changing the behavior

Training and development

Deliver consistent, honest feedback and be open about receiving it

Encourage collaboration throughout the organization

# Modeling the behavior

Explore own assumptions about management and leadership

Review internal reward structure

Hire the right employees

# The approach...



Address “as is” state of leadership

Provide training tailored to “as is” state

Provide resources for lasting results

# Address “as is” state of leadership

Annual offsite with SES staff

Topic discussions focused on behaviors

Strategic Workforce Planning Gap Analysis



# Provide training tailored to “as is” state

## “Blue Ocean Leadership” Framework

Blue ocean leadership achieves a transformation with less time and effort, because leaders are not trying to alter who they are...

# Provide resources for lasting results

## Strategic Workforce Planning

Implement a strategic workforce planning capability

# Provide resources for lasting results (cont.)

## Organizational Health

### Six Areas of Focus

Knowledge Sharing  
Bottom Up Innovation  
Internally Competitive

Creative/Entrepreneurial  
Talent Development  
Employee Involvement

# Work group accomplishments

Launch of Census TV

1<sup>st</sup> Census Innovation Fair

Meeting-Free Thursdays Experiment

Development of “Census-pedia” Site



# DISCUSSION