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| Nordic working groups and networks – Competence and Governance WG |
| Reporters NameMarie Stålnacke, Sweden | 12-13th of June 2018 | Gävle, Sweden |
| Chairman  | 2016-2018 Marie Stålnacke, Sweden |
| Attendees | Finland: Matti Hyytinen, Tuula ManninenIceland, Jensina Valdimarsdottir, Aðalheiður Sigursveinsdóttir Norway: Håvard Skogmo, Hans Petter KarlsenSweden: Anders Lundquist, Peter Björebo, Marie StålnackeParticipants in the last physical meetings are black names. Grey names are members of the group – but did not participate in the meeting. |
| Host of the meeting | Lantmäteriet, Sweden |
| Reporting period | From June 2017/To June 2018 | Documents arcived (projectplace) | **Yes**/No |
| Purpose of the group | Strategic collaboration within the Competence and Governance area with the purpose to:1. Speed up the process of competence sharing and development according to the strategy, and in line with present needs and future trends
2. Improve management approach to organizational development that reflect technical and business reality in our society

Discuss competence and governance issues, exchange ideas and areas for further collaboration within the NMCAs.1. t the
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| Conclusions of the meeting | **Collaboration between NMCAs**.We started with up-dating each other concerning hot topics in our countries. **Strategy Goal 4. Efficient organizations**The first theme was “Productivity, Why and how find the right figures, how measure?”Finland took the lead gave an introduction from their experience in this area. One important conclusion from our common discussion is that public agencies can´t choose customer and therefore can´t we affect the outcome. So, we need to secure that we from that point of view work with continuous improvements of productivity for best value to the society. The second theme “Management system, portfolio, change management – how to integrate?”.Norway gave us an introduction concerning the implementation of Portfolio Management. The process has been a way to uniform the organization. The main question is – How to choose/start up the right projects? Prioritizing is the hard issue with limited resources (e.g. Financing and ICT-competence).g |
| Conclusions of the meeting (cont.) | **Strategy 5. Shared competence** Needs in the future (All)Digital competence (all)Both Finland and Sweden have start to implement an overall strategic competence analysis process with focus on changes in the surrounding world, demands on agencies, need for developed or new competencies, gap analyze and action plans. Next year, we´ll have the possibilities to changes experience and also compare our results. Performance management (Iceland and Sweden)Iceland have a Strategy e.g. focusing on goal.setting and monthly feed-back. Twice a year evaluates ability, responsibility, work load and competence training that leads to change the individual salary level.Sweden have a systematically approach connected to the yearly business planning. Focus are set on develop behavior, attitudes and values on individual level with the common values and co-workership policy as a platform.**Staff exchange – follow up**All NMCAs need to increase the ambition to spread information about the possibilities with staff exchange among our agencies. We have a decided common structure for staff exchange. All presentations will be down-loaded to Antura. |
| Tasks for 2018-2019 | **Strategy Goal 4 Efficient organizations**Measure benefits for the society (Norway)Cooperation model between agencies and ministries (Finland)**Strategy Goal 5 Shared Competence**Digital competence (Sweden)* How to fully utilize technological development? Eg. AI, machine learningWork in multiple locations and flexible working hours (Finland)
* Work at home - Rules and regulations for employer (all)
* Leadership by distance (all)

Change management (Iceland)Needs for the future (all), * Customer management
* Stakeholder management
* Sustainability e.g. United Nations Sustainability Development Goals

Staff exchange - follow up (all)**Next meeting will be in 12-13th of June in Norway.****Matti Hyytinen will be chairman of the group 2018-2020**  |
| Consequences for other Nordic WG/Network |
| Name of group (1) | Not directly as we can see right now. But it´s desirable that WG IT also analyze the need of digital competence and share that with our WG Competence and Governance. |
| Action Items |  Date of deadline |
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| Future strategy of the group |
| 2- 3 years view |
| Future strategic tasks | See Tasks for 2018-2019 |
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