

Session 1: Skill sets Statistical
leaders need to have in the
future

Breakout Summary

Session 1

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Group 1

Group 1: How do next stats leaders stay on top of statistical skills and methodologies? How to be on top of the training catalogue?

- What is a stat leader? Function heads, program/project statistician, all statisticians?
- We can't possibly know everything – know the main topics and have a network for details
- Understand “business value” versus academic developments
- Awareness, maintain curiosity, leverage team knowledge, make sure the you know who (internally and externally) to get to the table
 - Create “hot topics” quick meetings – focus on use cases
- Share / Enable sharing of expertise!
 - Create communities / chats / ...
 - Leverage AI / LLMs / RAGs

Group 1: Actions for EFSPI Leaders

- Help manage expectations!
- More focus on the “why” – contextualize methodology!
- Help identify and mitigate Gap stats - business
- High level list of requirements (very much like recruitment agencies):
What is needed? Yearly?
- Foster culture of curiosity and vulnerability in your area
 - Eg asking questions in open forums

Group 1: Actions for EFSPI Council

- Help manage expectations!
- Ensure we know what others are doing wrt statistical skills and methodologies
 - Find out “quick wins” (example “Digest of trends” –EFPSI SIGs? Link to case studies!)
 - But closely monitor “energy” of EFSPI Leaders / SIGs
 - Dynamic focus on important topics

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Group 2

Group 2: What are the soft skills expected from the next leaders?

- Not fundamentally different to the past – - relevant leadership skills such as influencing, negotiating, persuasive, listening, integrating
 - Smart skills, core skills
- Communication is key for future leaders as messaging may be more difficult, the ability to be a translator
- Intellectual curiosity and self awareness
- People management will be key – coaching, giving direction, being able to guide their team through change
- Ability to recognize the value of diversity, create a psychologically safe environment and empower different leadership styles to exist within a team
- Recognise, anticipate and prepare the organisation for future industry trends
- Strategic networking, ability to collaborate with cross-functional leaders to develop business acumen
- Skills to build trust
- Responsibility and accountability to promote topics to manage the ecosystem
- 3 different concepts of good leadership -Leads vs directs vs manages, 3 different concepts

Group 2: Actions for EFSPI Leaders

- Strength-based development in our teams - highlight and reiterate individual's team member strengths (which can sometimes be overlooked because they are so well accepted). Leadership exists on many different levels
- As leaders ensure that the teams are focusing on the importance of developing their core skills and not just task-based activities
- Create the balance between skills and culture – this will achieve the diversity that is required for future and the norm
- Seek more-channelled opportunities for strategic networking, sharing and receiving of info, to evolve and achieve new models of working within our own organisations to shape future leaders
- A position paper, white paper on this topic (call to action?!)

Group 2: Actions for EFSPI Council

- Consider creating a EFSPI Working Group on core skill development - akin to methodology-type working group
 - This is likely a subgroup of this Leaders group
 - Include a next-gen participant
- A call for volunteers...

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Group 3

Group 3: What are the soft skills expected from the next leaders?

Reword soft skills to essential skills 😊

Communication skills

- Start with the punchline/summary/conclusions – rather than building the story all the way from the start
 - What is in it for the ‘audience’
- Distilling / refining the message
 - Think about CEOs / CFOs are presenting
- Statisticians to work harder on tailormade presentations
- Make sure to showcase the added value that we can bring as statisticians
- Bring simple examples

Group 3: What are the soft skills expected from the next leaders?

Mindset

- Adaptability & flexibility
- Open-minded
- Continuous learning mindset
- Talk about opportunities rather than limitations/problems

Change management skills

Business understanding

Group 3: Actions for EFSPI Leaders

- Start with yourself – lead by example / role model
- Mentor others
- Provide opportunities for others to learn
- Acknowledge and support the gaps that NextGen maybe do not know they need to learn (relationship building, not textbox) – listening and questioning
- Building business understanding - job shadowing / rotations

Group 3: Actions for EFSPI Council

- Mentorship programme in smaller groups across companies focusing on leadership and influencing
- Invite NextGen leaders to give input on what kind of support they need in their career
 - Acknowledge and support the gaps that NextGen maybe do not know they need to learn
- Share the concept of NextGen events in local stat societies (follow example from BBS NextGen)
 - Being supported by more senior members but having NextGen arrange themselves (scientific & social character)
- EFSPI training committee having more focus on essentials/soft skills
 - Special focus on NextGen

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Group 4

Group 4: How do leaders lead in the future if they do not meet their teams in person due to globalization?

- Covid helped us to understand what is possible
- Technology has improved, including shared working spaces
- Relationship Building
- **Being intentional about team-building events – virtual and F2F**
- **Need to be more diligent to check work-life-balance of the team**
 - **Being a role model**
- Flexibility to be open to different working styles

Group 4: Actions for EFSPI Leaders

- **Find out what people really need**
- Talking and listening to team members
- **Help people to connect, understand cultural differences**
- Being transparent about your own working style and needs
- Try to reduce meeting times
- Using technology to reduce an information overload

Group 4: Actions for EFSPI Council

- **Sharing experiences across leader**
- Define role models to learn from
- Facilitate cultural awareness training/session
- **Looking for solutions in other global industries**