CULTURE AND RESPONSIBILITY
IN 5 CORE VALUES

Professionalism
You know your own organisation and the context in which our organisation operates.
You cherish the academic freedom and creativity.
You know what is feasible and realistic.
You are flexible and willing to change and are aware of relevant developments.
You are capable of self-reflection. You work with integrity and are solution-oriented.
And As a manager you can delegate and give confidence.

Transparency
You communicate clearly, proactively and openly about ideas, ambitions, wishes, mistakes, risks or threats.
You give another person compliments and constructive feedback.
And As a manager you are clear in your communication and clear about decision-making processes and organisational structures; you are willing and able to receive feedback about this.

Responsibility
You are responsible for your own work, your function, your position and for each other.
You have an eye for different interests.
You have respect for the competences, time and responsibilities of others.
And As a manager you are willing and able to connect employees and pay attention to the well-being of the individual employees.

Connectedness
You cooperate and think along with each other.
You can disagree with colleagues and still remain on speaking terms.
And As a manager you are willing and able to connect employees and have the courage to stand behind decisions.

Safety
You contribute to an environment in which questions can and may be asked and constructive feedback can be given.
You are approachable and accessible.
You treat each other with care and respect and have an appreciation for each other’s diversity.
You have an eye for vulnerable groups and individuals.
And As a manager you create a safe working environment, in which mutually constructive feedback can be given. You stand behind your employee(s).

How and When
- Start implementation by kick-off meeting with FB en MT and the committee Leadership and Responsibility.
- Renewed introduction programme new employees.
- Discuss vision of culture in departments and chains.
- Start peer to peer coaching UDs and postdocs.
- Broad announcement vision (intranet and HUMmagazine).
- Administrative GW organisation and complaint procedures insightful.
- Manuals on how to use vision for selection interviews, A&D interviews, strategic personnel planning and personnel review.
- Discuss the status of the implementation of the vision in the departments in meetings with FB/departmental management and in MT. (continues in next period).
- Project to improve cooperation WP and OBP. (possibly continued in next period).
- Evaluation vision implementation with employees via round-table discussions.
- Evaluation vision via GW employee survey.