

CULTURE AND RESPONSIBILITY

IN 5 CORE VALUES

Professionalism

You know your own organisation and the context in which our organisation operate.

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 look after the interests of others, you create clarity about decisions taken and have the courage to stand behind decisions.

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 pay attention to the well-being of the individual employees.

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

