

Courage, connection and openness

What do these mean to you?

Leadership

What does that mean to you?

We need leadership to do our work well. From managers to personal leadership from each employee. in this folder we will explain our vision on leadership.

Mission

'We contribute to a healthy and free world with equal opportunities for everyone'. Good leadership is an important prerequisite for realising good research, good teaching and a socially significant impact as we strive for international excellence.

Goal

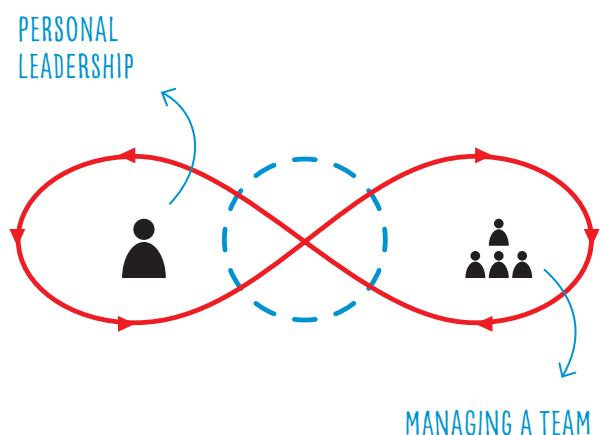
Collaborating in a professional, critical and secure culture

We stimulate an open, intellectual climate in which employees and students inspire and challenge one another. In which we change our perspectives, expand our borders, take responsibilities and make the most of our talents. Staff and students feel involved with one another, with society and with the world around them. This requires leadership at every level: from employee to manager.

Dialogue

Leadership takes place in dialogue: mutually responsible

Good leadership is a reciprocal process: as a manager you steer your team while keeping a careful eye on the organisation's course. As an employee you demonstrate your personal leadership by becoming the director of your work and your career. You create the dialogue together.



Areas of tension



Good leadership moves between areas of tension

Leadership is balancing the interests of the organisation, your role and responsibility and your individual needs and wishes. Each situation is different and requires to be carefully considered in this area of tension. We have the courage and openness to enter a good discussion about this, in connection with one another.

'As an employee or a team, you're part of the greater whole of RU'



Inclusivity as a task

Our university has long been oriented to emancipation, which is why we have specific attention for themes such as diversity and inclusion.

Inspired by the greater whole

As an academic community we realise the goals of the university together. The manager is the connecting link between their own team and the greater whole. Employees look beyond the borders of their field and let themselves be inspired by colleagues here and beyond.

Core themes

Core themes offer guidance

Four core themes offer concrete guidance for behaviour. They contain a set of behavioural indicators to use for annual evaluations, feedback, developmental questions and leadership programmes. They are for both staff and managers. You can see all of the behavioural indicators on www.radboudnet.nl/leadership

Mutual development

Everyone is responsible for their own learning process. Managers stimulate the continual development of their staff and the team in close alignment with the organisational goals. The development, growth and use of talent(s) contribute to the development of our organisation as a whole.



VISION AND STRATEGY

- Vision
- Focus on the surroundings
- Innovative power



ABILITY TO ACHIEVE RESULTS

- Aiming for results
- Decisiveness
- Influencing



CONNECTION

- Communication
- Change of perspective
- Collaboration

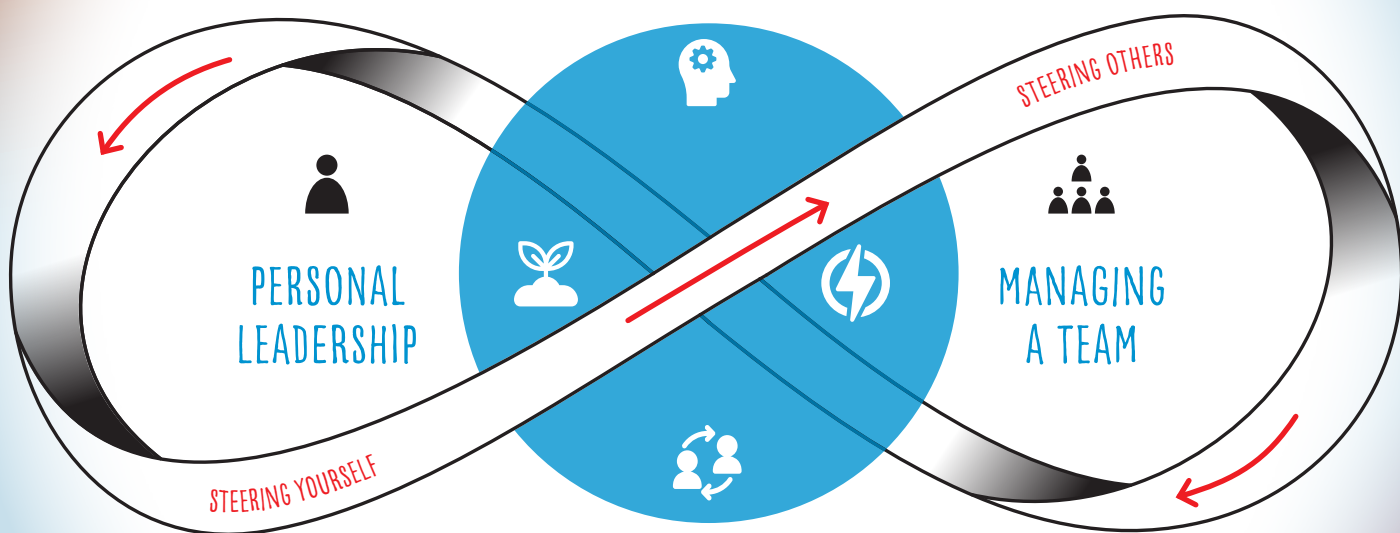


DEVELOPMENT AND APPRECIATION

- (Career) development
- Vitality
- Appreciation

Leadership: mutual development

Courage, connection & openness



 Vision and strategy

 Ability to achieve results

 Connection

 Development and appreciation



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