To Staff at Department of Engineering

ENG Culture

A. Always see yourself as a role model, always be the good example for proper behavior.
   • Be friendly and respectful to all colleagues
   • Apologize if you have misbehaved. Accept apologies and get on as good colleagues.
   • Help building up a supportive and trustworthy work environment
   • Do not tolerate bullying and discrimination

B. Celebrate achievements
   • Celebrate successes and contribute to a competitive but positive team spirit, and acknowledge everyone who contributed
   • Always keep in mind that you are part of a privileged workplace as you educate the next generation of engineers, research what you like, and that society demands your knowledge.

C. Contribute with an open and positive attitude
   • Contribute to an innovative environment by sharing and discussing ideas.
   • Be observant on your colleagues. Maybe they could use support or a helping hand.
   • Acknowledge your colleagues and their work. Acknowledge spontaneity

D. Have fun.
   • Acknowledge that internal seminars, coffee and lunch breaks are excellent opportunities for creating and nurturing novel ideas and for discussing possible solutions.
   • Humor is important for a relaxed, casual atmosphere
   • Be careful with irony and sarcasm as humor, since it can easily be misinterpreted in a diverse environment like ours.

E. Have high expectations to yourself.
   • Pursue your ideas and ambitions and encourage colleagues to do the same
   • Participate in dialogues and give constructive feedback
   • Facilitate knowledge exchange and idea development
   • Share ideas and proposals openly
   • Take on responsibility to engage in building up the department

F. Life-long learning
   • Continuous competence build-up of staff is important. Together we will overcome the possible challenges this may cause.
   • Involve your colleagues. Often you will find the solution to your problem yourself, simply by formulating it to a colleague.
   • Make sure to balance work/personal life
ENGINEERING CULTURE

Our ambitious AU ENGINEERING 2025 plan of bringing AU into the European engineering elite can only be achieved through a community of staff who is inspired and committed to the objectives of the organization and motivated to contribute to individual research group goals, and also to the build-up of a highly competitive engineering institution. This includes active participation in the continuous development of the organization based on strong personal and professional skills. We believe the culture of such an institution is one of the most essential elements to be able to fulfill the ambitious plan. We constantly strive towards excellence in research and education. These are the two most important cornerstones that the culture of the department must support. We aim for a culture where the passion for teaching and learning is valued very high, a culture exuding an admirable focus on excellent research and supervision within deep tech. One element to achieve this is to grow an increasingly diverse organization. Diverse with respect to cultural origin, academic engineering science background, gender equality and deep tech focus in order to prepare for a world that cannot be foreseen.

As engineering scientists, we constantly develop and work with some of the most advanced future technologies, trying to solve some of society’s largest challenges. We therefore acknowledge the great responsibility we have, including the importance of us addressing carefully ethics on all levels. Responsibility also includes the continuous development of our department in a sustainable manner, including a diversified and sufficient revenue base, the necessary core research infrastructures, a safe and healthy work environment and a governance consistent with the mission and values of the department. We strive for:

An open working environment where everyone is offered the opportunity to develop personally and release their potential. A high performing organization.

We want to secure positive, collegial workplace relationships and high levels of staff engagement. Organizations with highly engaged staff have higher levels of organizational performance and greater effectiveness in attracting new employees through staff advocacy. For a growing organization like ours, these are key topics for us to excel in.

An inclusive working environment in which departmental engagement is continuously valued through influence. An agile and flexible organization.

The department relies on staff providing excellent initiatives optimizing academic and administrative decisions and processes at all levels in the organization. We must provide an environment that develops and rewards all employees’ talents and is flexible in giving due recognition through increased personal influence and responsibility when aligned with the overall organizational goals.

A culture of care and honesty that stimulates open dialog and leaves room for personal thinking. A caring organization.

A culture where the individual, the group, the section and the department have a key target of securing the well-being of each individual staff member. Employees must be in control of their own working conditions. We recognize and care about each other to achieve the best possible balance between performance requirement, resources, and well-being. We support an open dialogue and communication between leaders and employees to help clarifying expectations and demands.

A culture where distributed leadership is continuously developed and valued as part of a complex and highly devoted organization. An empowered organization.

The university relies on staff providing excellent leadership optimizing academic and administrative decisions and processes at all levels in the organization. The required freedom to act according to this must be secured when aligned with the overall organizational goals. We wish to secure a culture focusing on actual impact, constantly improving our capabilities, in everything we do.