

Dear all at DTU

We hope you have all had a lovely summer and are returning from the holidays full of energy and ready for all the exciting tasks that lie ahead in the second half of 2025.

In this info letter, you can read about DTU's Working Environment Conference 2025, DTU's dialogue concepts, the start of the DTU Sport season, and influenza vaccinations for employees and students.

DTU Working Environment Secretariat

DTU's Working Environment Conference 2025

- by the DTU Working Environment Secretariat

In autumn 2025, DTU's Working Environment Conference will be held for the entire occupational health and safety organization and others at DTU, and the theme will be neurodiversity. The programme features external speakers, as well as in-house inspiration from DTU regarding neurodiversity in practice. Throughout the conference, there will be opportunities for discussion and interaction between the participants.

True to tradition, President Anders Overgaard Bjarklev will give a presentation at the conference, together with other speakers including a highly recognized brain researcher, author and specialist physician Troels W Kjær, and the IT company GladTeknik.

The conference will be held on 28 November 2025 in the Demant Hall at Lyngby Campus. Use this [link](#) to see the programme, and to register - the final deadline is 14 November 2025.

The DTU Working Environment Secretariat is responsible for planning the conference, and we are looking forward to spending the day broadening our professional horizons and engaging with each other.

Start the 2025/2026 season in DTU Sport

- by Ann-Rose Bøttcher, CAS AB

DTU Sport is a sports association whose purpose is to basically get DTU moving. It is a chance for students and employees to meet, socialize, and be active together.

The association has many affiliated [sports clubs](#) offering lots of interesting sports activities - although so far primarily at Lyngby Campus. Two other campuses also have facilities:

- DTU Fitness Ballerup offers strength and cardio training. It is located in the basement under the Glass Hall.
- DTU Fitness Risø, which also offers bodybiking and yoga groups in the fitness centre. It is located in Building 116 under the canteen.

DTU Sport offers [gym facilities on the three largest campuses](#), and you can read more about DTU Sport at www.sport.dtu.dk.

Influenza vaccination for employees and students

- by Lars Villadsen, CAS AB

Again this year, DTU is offering free influenza vaccinations to all employees in weeks 43, 44, and 45 at the Ballerup, Risø, and Lyngby campuses, and at our research units in Silkeborg and Hirtshals.

Students can also be vaccinated on campus at a cost of DKK 149. Danske Lægers Vaccinations Service (DLVS) will be doing the vaccinations at DTU.

Read more on DTU Inside [here](#).



DTU's Dialogue Concepts - framework, development, and lessons learned

- by Line Stavnsbo and Nina Fog, Corporate HR

With time, it has become clear that the University units saw the value of the satisfaction surveys in the subsequent dialogue. Therefore, DTU decided to replace the backward-looking satisfaction surveys to forward-looking dialogues with a focus on well-being and leadership.

In 2020, DTU set out to ensure that the processes for supporting well-being and leadership became dialogue-based.

This meant that HR, the Executive Board, and representatives from the Cooperation and Joint Consultation Committee and the Corporate Work Environmental Committee together developed DTU Well-being Dialogue and DTU Leadership Dialogue.

The DTU Well-being Dialogue (psychological workplace assessment) was developed and held for the first time in 2020, and again in 2023.

The DTU Leadership Dialogue (leadership evaluation) was developed in 2022 (and conducted as pilot projects), since when it has been scheduled for biennial implementation.



The DTU Well-being and Leadership Dialogues may be similar (the method), but they have different purposes and characteristics. The table below illustrates how the two concepts differ from each other.

	Well-being dialogue	Leadership dialogue
Purpose	Dialogue on your job satisfaction	Dialogue and input to your manager
Characteristics	Psychological workplace assessment, where the method itself strengthens an understanding of each other's well-being	Leadership development (government code for good leadership)
Primary players	Manager and employees (as well as occupational health and safety representative, the local collaboration committee, and the occupational health and safety coordinator)	Manager and employees
Responsibility	The head of department (with help from the occupational health and safety coordinator) is responsible for a systematic dialogue about well-being	The relevant head of department is responsible for ensuring that all the unit's managers invite their employees to a leadership dialogue.
Next steps	Documentation of what has been discussed and agreements on next steps are widely known about in the unit (e.g. in the local collaboration committee and in the annual discussion of occupational health and safety issues)	Each manager is responsible for ensuring that there is a follow-up dialogue with their own manager and that feedback is provided to their own employees.

DTU is a large organization, with some variation in how the University units are managed and organized. The dialogue concepts are designed to have a degree of flexibility that makes it easy to adapt the method to local practices.

All units have gained experience with dialogue-based work, with either well-being, leadership, or both. In 2025, the focus is therefore on gathering experience with DTU's dialogue concepts.

In August, open workshops have been held, where anyone interested could come and share their own experiences. In addition, HR will invite itself to visit the respective players in the working environment organization and cooperation bodies to ensure experience is widely gathered.

Read more on DTU Inside [here](#).

Internal competence development within the psychological working environment

- by Line Stavnsbo, Corporate HR

In the [May 2025](#) issue of *DTU Work Environment Info*, we informed you that DTU offers competence development within the psychological working environment. The offer has been very well received, and Corporate HR is working on a plan for further expansion in relation to the two training courses that have been organized this year.