

ACADEMIC
MANAGEMENT

RESOURCE
MANAGEMENT

Innovative thinking
Commitment
Credibility

STRATEGIC
MANAGEMENT

PEOPLE
MANAGEMENT

ACADEMIC COMPETENCIES

PERSONAL COMPETENCIES

ACADEMIC
MANAGEMENT

SPECIALIST KNOWLEDGE

Performs leadership on the basis of academically relevant knowledge

PROJECT MANAGEMENT

Takes a team-oriented approach and is available for sparring

OVERVIEW OF RELATED FIELDS

Promotes pan-organizational collaboration

SETS THE SCOPE

Contributes to meaningful translation between UMV, action plans and MUS

RESULTS-ORIENTED

Assures a continuously high level of research and/or performance

ACADEMICALLY CORIOUS

Challenges existing practice and is hungry for knowledge

RESSOURCE
MANAGEMENT

FINANCIAL UNDERSTANDING

Establishes and manages a budget

MARKET ORIENTATION

Acts on the basis of DTU's goals with emphasis on contributions to society

PROCESS OPTIMIZATION

Generates overview and cohesion in resource management

PREPARED FOR CHANGE

Ensures that resources are regularly adapted to altered conditions

DRIVEN

Displays drive and the competence to make decisions

OVERVIEW AND PARTNERSHIP-ORIENTED

Establishes viable solutions

STRATEGIC
MANAGEMENT

STRATEGIC PLANNING

Contributes to vision, mission and strategy

COMMUNICATION

Communicates effectively

FUNDRAISING

Contributes to and/or supports procurement of funding for research

VISIONARY

Thinks strategically and can identify the extraordinary in the ordinary

AMBITIOUS

Sets clear and ambitious goals

NETWORK GENERATOR

Identifies relevant networks that boost academic competence and innovation

PEOPLE
MANAGEMENT

DEFINITION OF INDIVIDUAL GOALS

Breaks down general objectives so they make sense to individuals, and follows up on results

COMPETENCE AND TALENT DEVELOPMENT

Identifies development needs and develops talents

CONFLICT RESOLUTION

Creates a stimulating working environment and addresses conflicts

CREATES DIALOGUE

Takes the initiative for dialogue and interdepartmental collaboration

DELEGATING

Contributes to a challenging, stimulating workplace with clear placement of responsibility

MOTIVATING LEADERSHIP

Stimulates others to follow suit through situational leadership

PERSONAL LEADERSHIP

PEOPLE APPROACH

Recognizes that the human resources are DTU's most valuable asset and seeks to stimulate these through dialogue.

RELATIONS

Thinks in terms of processes and understands that results are generated through human interaction.

REFLECTION

Reflects on own leadership practice and is able to adopt a self-critical perspective.