

LUS at DTU: Guidelines

The purpose of LUS is to create a reflective space where a manager and their manager align expectations, lift their perspective and engage in a dialogue about direction, performance and feedback.

Outcome

The dialogue results in identifying which leadership initiatives the manager should focus on in the coming year, and how the manager's manager can support the realization of these initiatives (documentation).

Support tools

The LUS dialogue is based on: Motivation, achieved results, leadership initiative and collaboration.

Preparation

DTU recommends that the manager prepares by reviewing the support tools (A.B. and C.)

DTU also expects that feedback from the [Leadership Dialogue](#) is included in LUS.

The manager is expected to look into the [next steps that were agreed with the manager](#) after the last leadership dialogue.

Alignment of expectations

At DTU, LUS is an integrated part of our culture of dialogue and collaboration.

The annual LUS is supported by regular dialogues between the manager and the manager's manager (1:1) ([Why Dialogue at DTU](#)).

Follow up

It can be beneficial to follow up at LUS with a subsequent group process based on a reflection on the group's aspirations for the future (GRUS).

LUS is conducted at least once a year (similar to [MUS](#)).

Documentation

Aligned expectations between leadership initiatives and shared agreement with manager.

LUS must be documented (in accordance with public-sector requirements).

LUS

- Framework for development
- Dialogue about leadership

In danish

- LedelsesUdviklingsSamtale

Support tool

- A. Motivation
- B. Leadership
- C. Collaboration

Documentation

- Shared agreements

Perspectives

- Looking forward (together)
- Group discussion (eg. GRUS)