JG|U leadership

Guidelines

The purpose of these general leadership guidelines is to create a shared basic understanding of leadership in our university. These guidelines set standards for leadership conduct and represent the framework conditions for the use of leadership instruments. These general leadership guidelines form the basis for the leadership activities of all members of the university with managerial responsibilities.

All who assume managerial responsibility at JGU are expected to be:

1. Conscious of the associated consequences and must answer for the objectives and action even if there is resistance;

2. self-critical, always ready to learn and to develop themselves;

3. aware of the importance of leading by example and act accordingly;

4. able and willing to take decisions, but also prepared to revise their decisions where appropriate; and

5. make decisions according to reasonable criteria that are appropriate to the matter at hand and the objective.

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Leadership with respect to employees is exemplified by:

6. Treating members of staff with respect, appreciation and loyalty regardless of their status;

7. appropriately recognizing and developing the individual potential of staff members;

8. encouraging staff members to accept responsibility for their tasks and to support them in this;

9. creating perspectives and offering orientation that shows both the purpose and objectives of the activity, as well as the limits and possibilities;

10. communicating with staff in an open, relevant, goal-orientated, and honest manner; and

11. promoting healthy working conditions.

Managerial responsibility with respect to the university as an organization means ensuring that:

12. The shared goals of JGU are supported;

13. a contribution is made to the overall performance and development of the university;

14. the interests of the manager's own department, as well as those of the university, are safeguarded in all decisions; and

15. the obligation to actively participate in the self-administration of the university is undertaken in a committed fashion.