

MPE Management and Workplace values

We take pride in delivering quality in everything we do. We believe that quality is dependent on a workplace culture characterized by honesty, support, cooperation, inclusion, and initiative. To reach this end we adhere to the following set of leadership and workplace values.

Leadership values

- **We are transparent, honest, and accountable**
 - Which we show by
 - Explaining why decisions have been taken
 - Admitting our shortcomings and faults
 - Changing decisions that do not work.
- **We listen to, acknowledge, and support our staff**
 - Which we show by
 - Involving staff and relevant committees in decisions whenever possible
 - Appreciating staff's achievements and work efforts,
 - Coaching staff to achieve their own and the department's goals.
- **We lead by motivating and trusting staff**
 - Which we show by
 - Being clear about the intended goals
 - Giving freedom to pursue tasks in a personal, self-managed way.

Workplace values

- **We are collaborative**
 - Which we can show by
 - Inviting colleagues into our work when necessary
 - Contributing to each other's work areas and across sections when invited to do so
 - Making an effort to get to know colleagues.
- **We are inclusive**
 - Which we can show by
 - Appreciating differences and asking ourselves "What can I learn from them?"
 - Acknowledging the effort of my colleagues
 - Inviting people into the group, e.g at lunch, for coffee, small talk
 - Initiating social events with colleagues
- **We connect with society**
 - Which we can show by
 - Connecting students and ourselves with society and industry
 - Collaborating with society, industry and academia to develop our teaching and research.
- **We are proactive**
 - Which we can show by
 - Asking "What can I do to help?"
 - Being open to new tasks and responsibilities
 - Suggesting ideas for improvement in research, education, management, and organization
 - Suggesting topics for section meetings, department meetings, and theme meetings.