

# Change and leadership in research administration

How can the principles of “Lean” come into play?

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# About the Faculty

SUND is among the largest faculties of its kind in Europe



**4,400**

employees



**2,800**

scientific staff



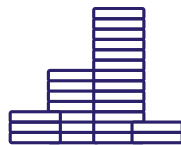
**7,800**

students



**1,700**

PhD students



EUR **446** million  
annual revenue



**12**

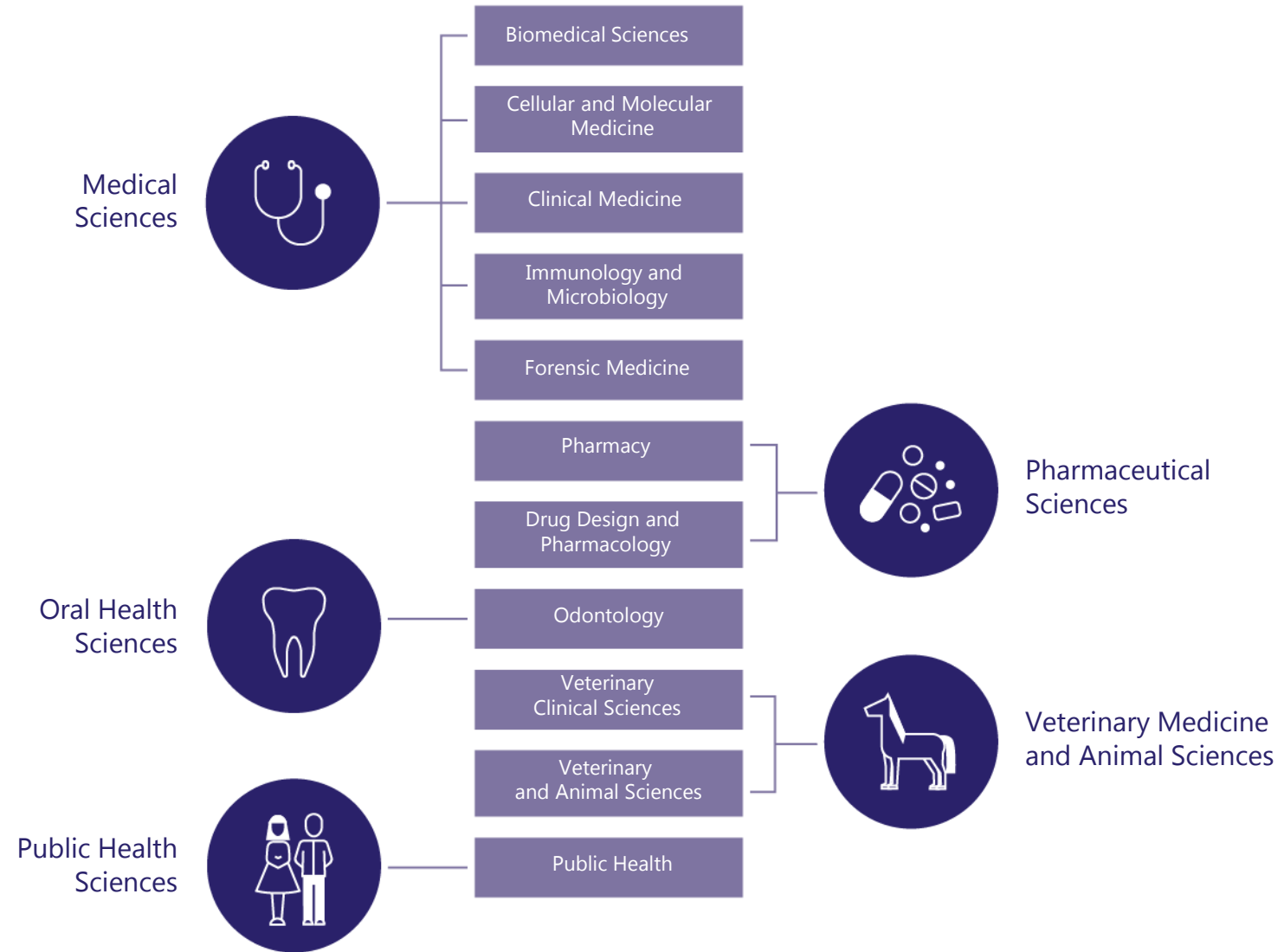
Departments



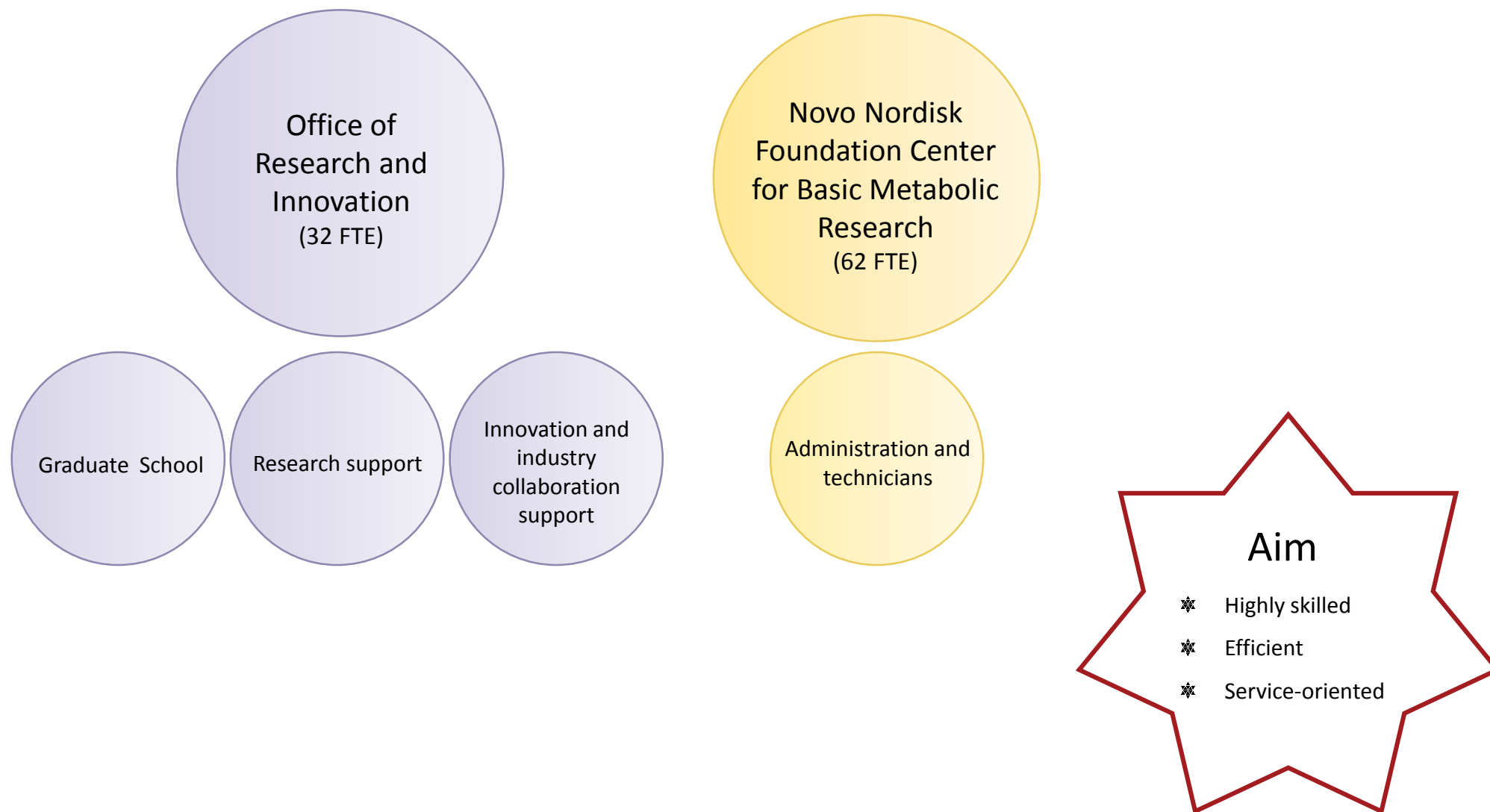
**3**

teaching hospitals

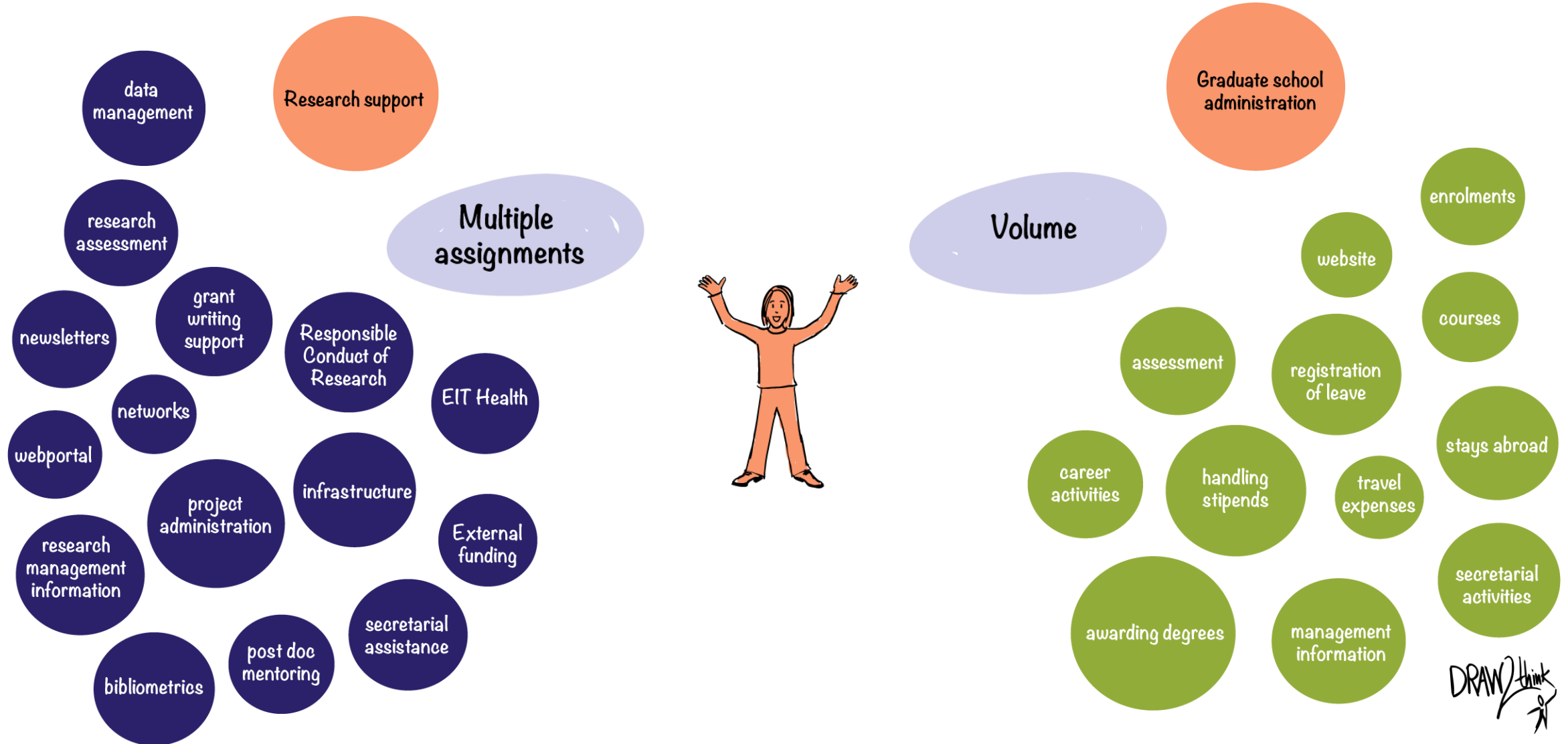
# 11 Departments



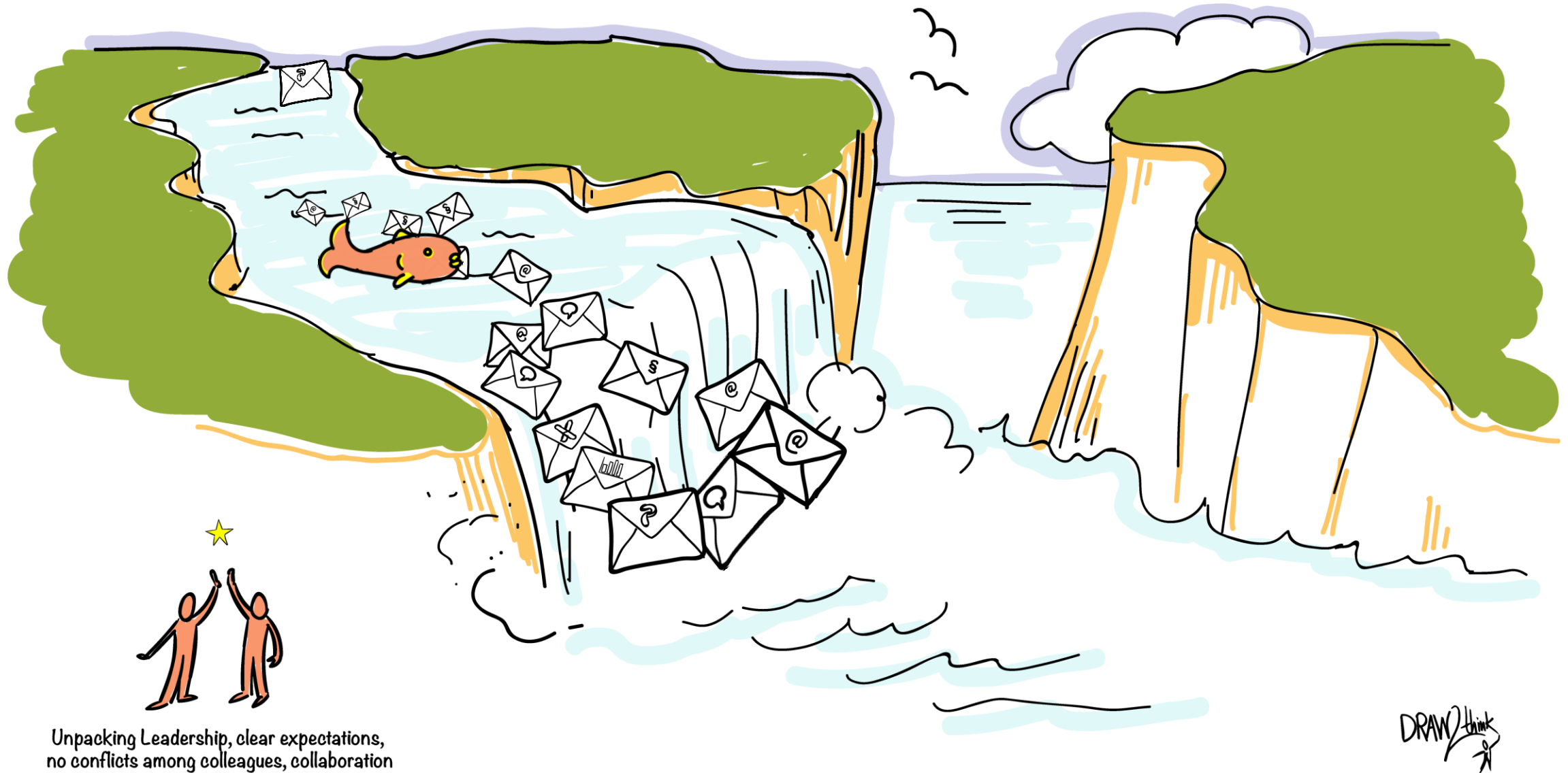
# My portfolio



# Our work



# Context



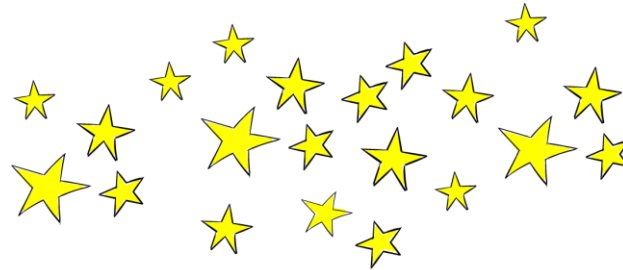
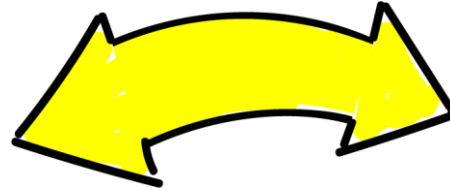
Unpacking Leadership, clear expectations,  
no conflicts among colleagues, collaboration

DRAW/Think

# Our goal



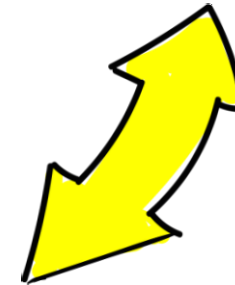
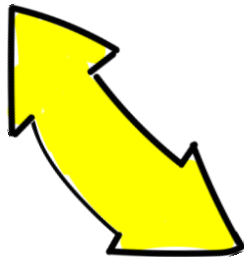
Aim: highly skilled, efficient, service-oriented



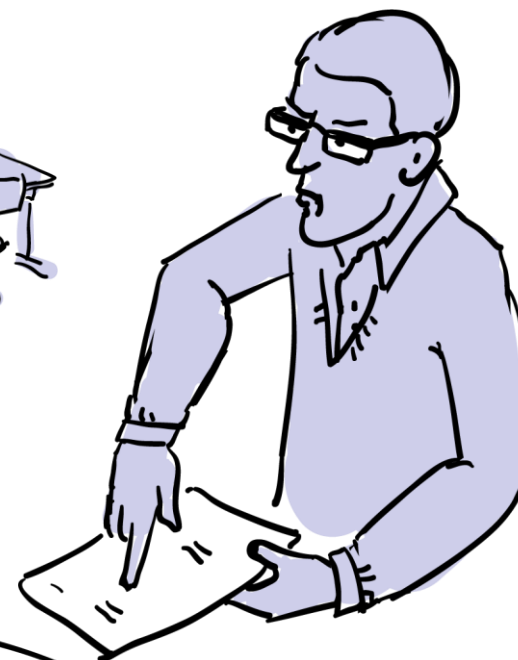
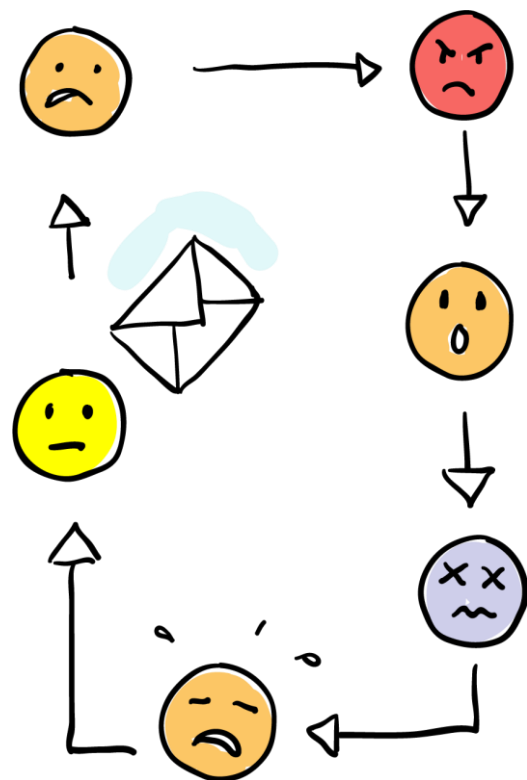
Job-satisfaction



Leadership, clear expectations,  
no conflicts among colleagues, collaboration



# At the beginning





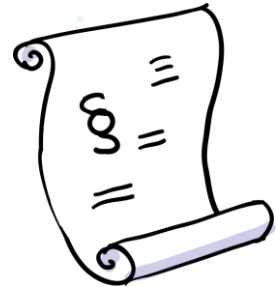
# What happens to people and behaviour?



# What did we come from?



# What was needed?



Rules and regulations



Teamwork



Responsibility



Upgraded competences

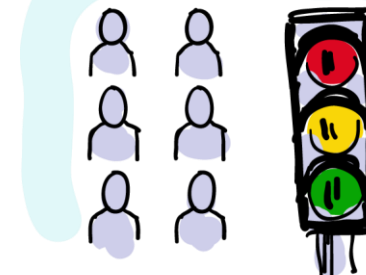
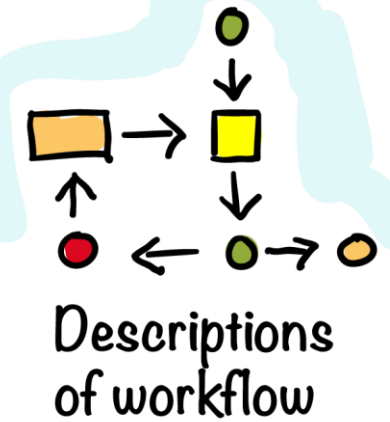
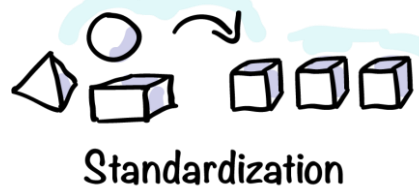


Cases prioritized

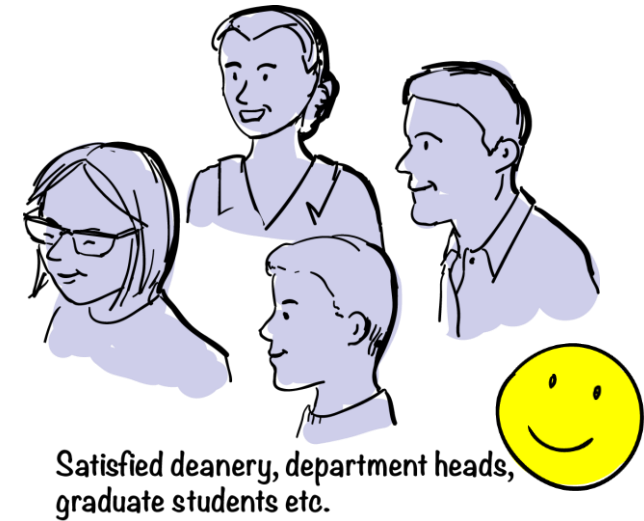
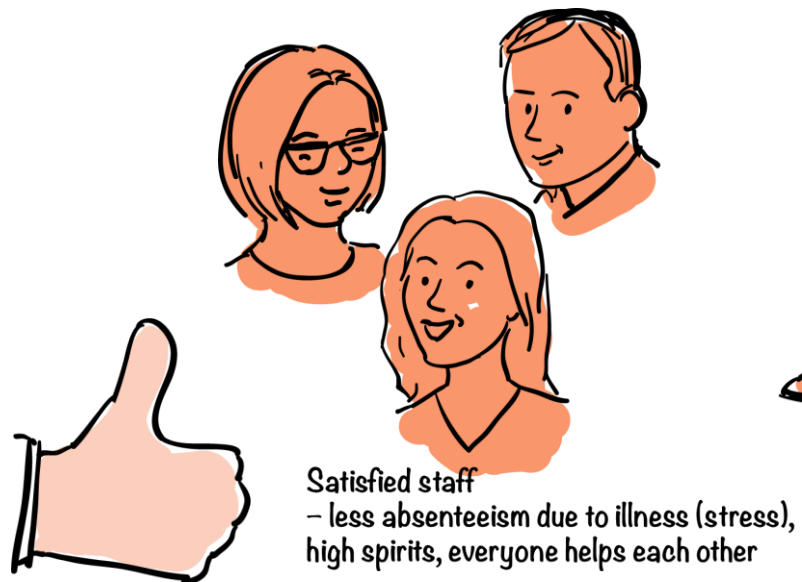


Shared success

# What tools do we utilise?

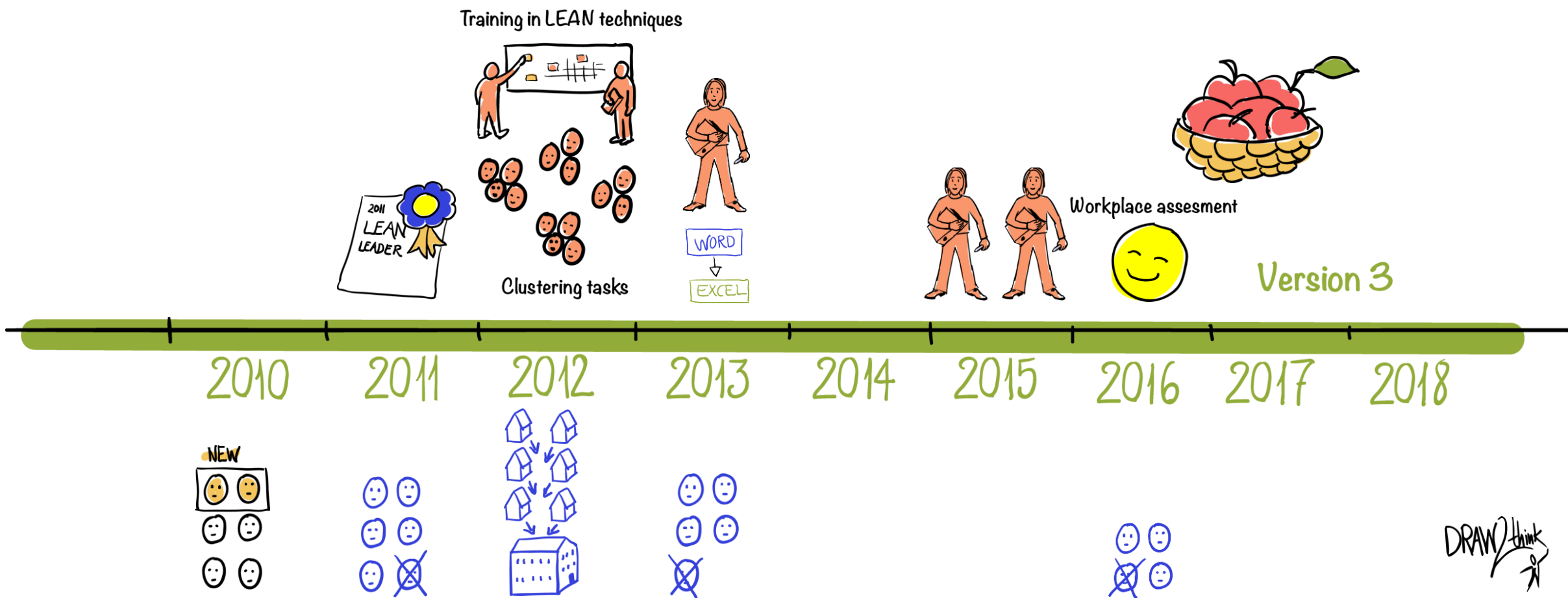


# What results did we achieve?



# Perspectives

"....ohhh, but this isn't LEAN – it just makes sense!"

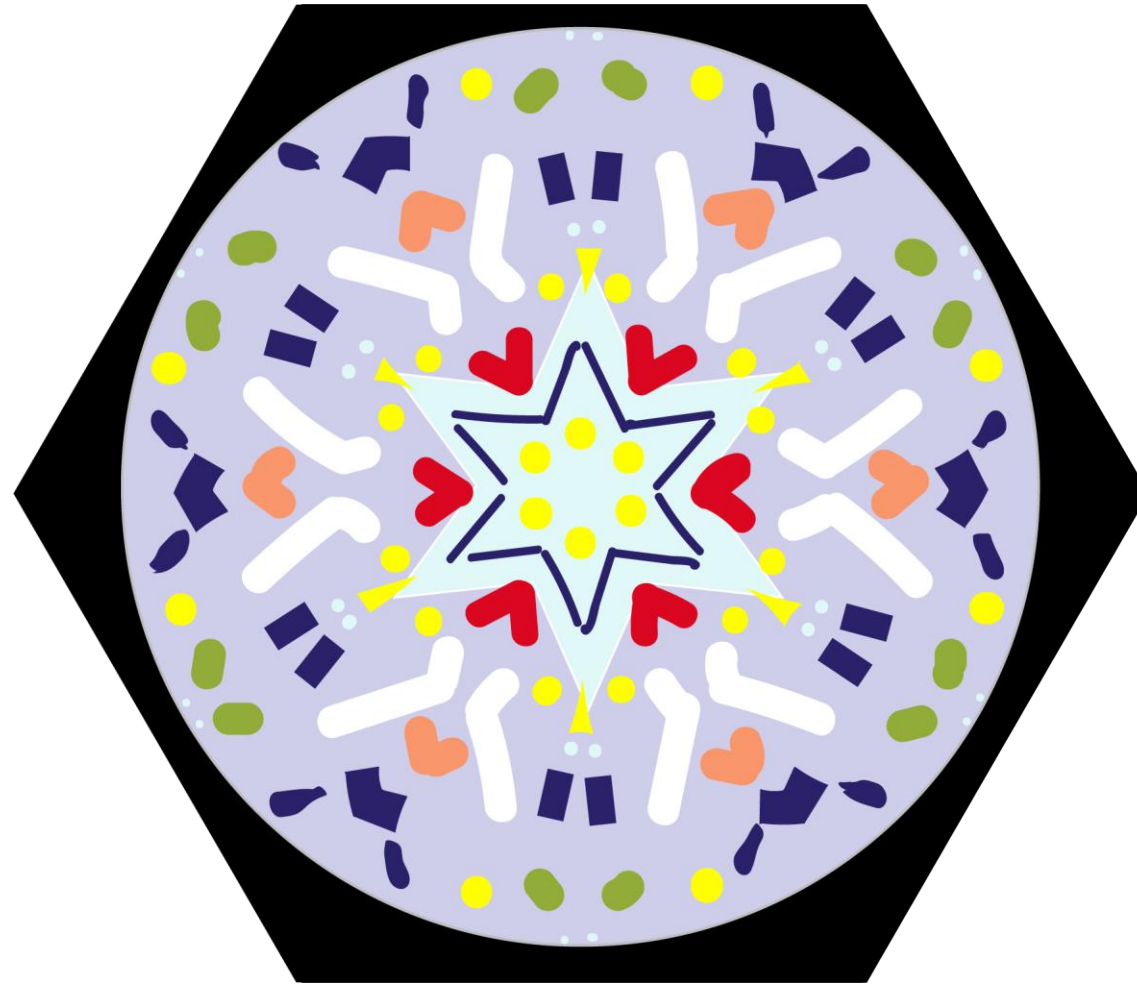




# The leadership challenge for the future

15/10/2018

18



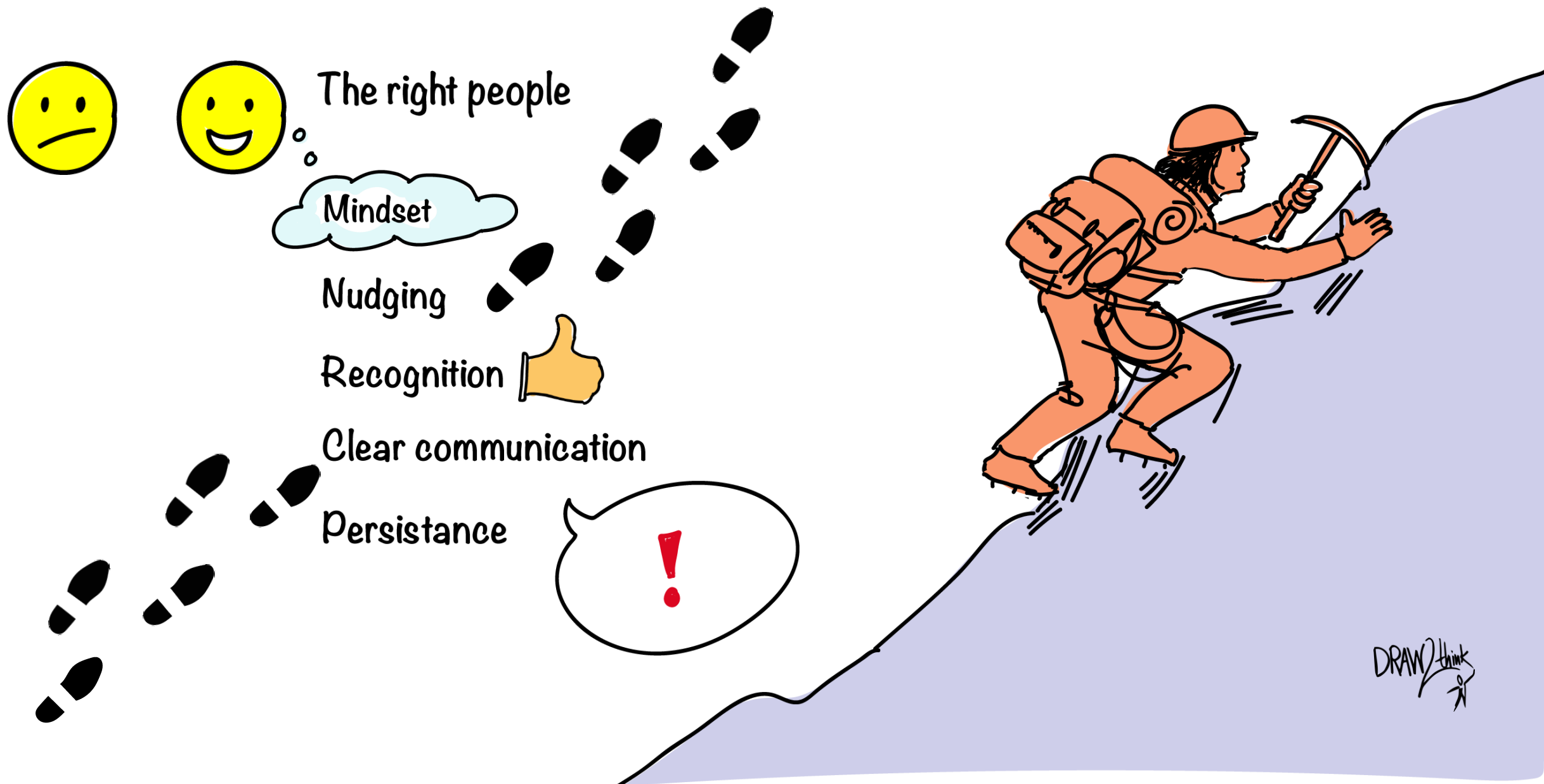
# The leadership assignment



Doing more  
with less  
and doing it  
better



# What it takes



Am I  
my own  
biggest  
problem?



What do you think about  
the principles of LEAN now?







