

Leadership principles of the University for Continuing Education Krems

Focusing on goals

As a leader, I am guided by the strategic framework of the University for Continuing Education Krems and am (co-)responsible for achieving the strategic goals. The overall objectives and their significance within the immediate work context are clarified. This fosters a sense of direction and confidence in the employees' actions.



Making decisions

As a leader, I make use of the defined scopes for decision-making and take responsibility for decisions that are made in a targeted, timely, appropriate and comprehensible manner. By creating an environment that encourages employees to contribute different points of view, thoughts and ideas, I facilitate well-founded decisions.



Valuing and developing employees

As a leader, I know the skills, strengths, and interests of my employees, giving them the opportunity to co-determine their individual roles. The workload is reasonable and manageable. Working conditions take into account heterogeneous life situations. Supporting the development of employees according to their skills, strengths and interests is a matter of course.



Strengthening leadership skills

As a leader, I regularly reflect on my actions. In the spirit of innovation, mistakes are seen as opportunities. The goal is to create a safe environment where people can learn from mistakes and where giving and receiving feedback is natural. Changing conditions require continuous development of leadership skills. As a leader, I live what I expect from my employees and take care of my own work intensity.



Communicating mindfully

As a leader, I reflect on the communication and decision-making processes within my purview and communicate concerns of all kinds as quickly as possible. Transparent and honest communication creates understanding, trust and credibility for my own actions. I consciously use the different communication channels. Tensions or conflicts are addressed openly and promptly. Creating opportunities for informal exchange helps to promote good contact between employees.



Living diversity and inclusion

As a leader, I value the different experiences and perspectives of my employees and encourage their diverse potential. Diversity – gender and gender identity, cultural and ethnic origin, language, religion and ideology, age, sexual orientation, social and professional status, lifestyle, political beliefs, disability, caregiving responsibilities, etc. – is an enrichment for collaboration. I foster an inclusive environment where all employees can contribute to the diversity of the team in a climate of acceptance and mutual trust.

