



**Karolinska
Institutet**

Building our future together: MedH 2025 *consolidation/finalization phase*

Zoom meeting 2021-11-23

Petter Höglund, head of department

Building our future together: MedH 2025

Outline for today:

1. Vision
2. What and how until now?
3. Aims, focus areas and actions towards 2025
4. Celebration and next step

Our vision:

**MedH creates tomorrow's
knowledge through medical
education and research at the
highest international level**

MedH 2025: Why do we need a strategy?



1. A structured way to transform challenges into actions.
2. A transparent framework against which activities and decisions can be weighed.
3. A definition of common goals and ways to reach them.
4. A unifying department process that promotes inclusion and influence.

Karolinska Institutet: Strategy 2030

<https://staff.ki.se/strategy-2030-creating-karolinska-institutets-future-together>

2030

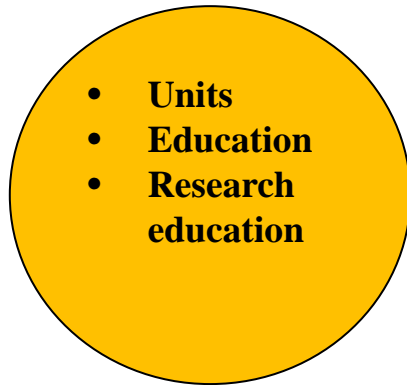
**Creating Karolinska Institutet's
future together**

MedH 2025:

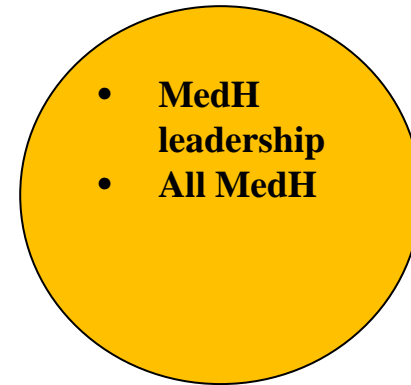
What have we done so far?



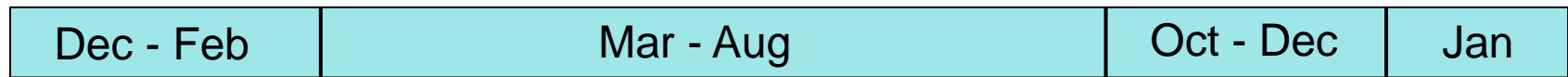
MedH 2025 – timeline



Creation phase



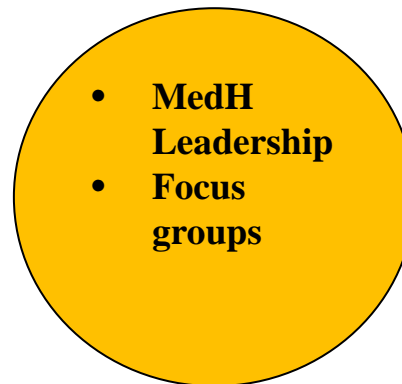
Consolidation phase



2020 | 2021

Integration phase

2021



Finalization
Launch

April 2020: Integration phase invitation

- *Think about to which topics you can contribute*
- *Fill in the survey you will get by e-mail and chose your favourite focus groups*
- *Focus groups and group chairs decided by the MedH leadership group in the end of April*
- *Focus groups work during May*

- *All info at [MedH 2025 | Medarbetare \(ki.se\)](#), including the survey link, from Monday next week*

2. Integration phase – focus groups



1. Improving research quality and funding (*Jenny Mjösberg chair*)
2. Securing recruitments at all levels (*Yenan Bryceson chair*)
3. New ways towards internationalization (*Paolo Parini chair*)
4. Developing our infrastructures (*Hannes Hagström chair, Michael Vanlandewijck, co-chair*)
5. Competence development, equality and work environment (*Mattias Svensson chair*)
6. Integrating basic education with doctoral education and research (*Agneta Månsson-Broberg chair*)

[MedH 2025 | Medarbetare \(ki.se\)](#)

3. Consolidation phase 1

- 27-28/9 retreat with MedH leadership group and focus group chairs.
- Presentations by focus group chairs.
- Group discussions.
- Continuous discussion on three MedH leadership meetings (2 with focus group chairs invited).

MedH leadership – retreat + meetings



- Common goals
- Common focus areas serving the goals
- Actions to support the goals
- Implementation plan

MedH 2025 – common goals

1. MedH research addresses important **clinical** challenges and makes an impact at the highest **international level**.
 2. Education and research are **integrated** at MedH.
 3. Everyone at MedH feel **included** and work in an **equal** and **sustainable** environment.
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Five focus areas serving all goals *with some concrete activities as examples*

1. Mentoring programs for successful **career** development.
 - Programs for clinical and preclinical scientists, support staff, bioinformaticians/CF managers
 2. Departmental **platforms** for scientific and social activities.
 - Arrange meetings for scientific exchange, stimulate formation of new research constellations, arrange regular department parties/mingles
 3. Improved **communication** and international **collaboration**.
 - Create a communication task force, pro-active outreach program for grants, guest professor program, promote international exchange, show MedH as an attractive department
 4. Scientists in **education** and students in research.
 - Create lectureships with educational tasks, make our education more visible internally, intensify recruitment of medical students to projects and scientists as teachers.
 5. Development of all coworkers in a **sustainable** environment
 - Stimulate coworker-initiated activities, continuous in-service training, improved introduction programs for new employees, are we sustainable today?
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Our actions and progress until 2025 should support our common goals

1. MedH research addresses important clinical challenges and makes an impact at the highest international level.
 2. Education and research are integrated at MedH.
 3. Everyone at MedH feel included and work in an equal and sustainable environment.
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3. Consolidation phase 2

- Goals, focus areas and actions open for review
- Dialog box for comments and suggestion at the MedH 2025 web
- [MedH 2025 | Medarbetare \(ki.se\)](#)
- Open for 2 weeks
- Goal: Final strategy document by mid January

4. Implementation phase

- Task groups will be formed for specific actions
- Previous focus group members and new participants warmly welcome!
- What is your favourite question?
- Financial support for each task group if needed and salary compensations for action leaders
- Goal: 10 specific actions launched by the end of 2022



next... a kick-off party!



***Wednesday Jan 19 at 1700!
ANA Futura lunch room***



Thank you for zooming in!



Together we bring the best out of MedH!