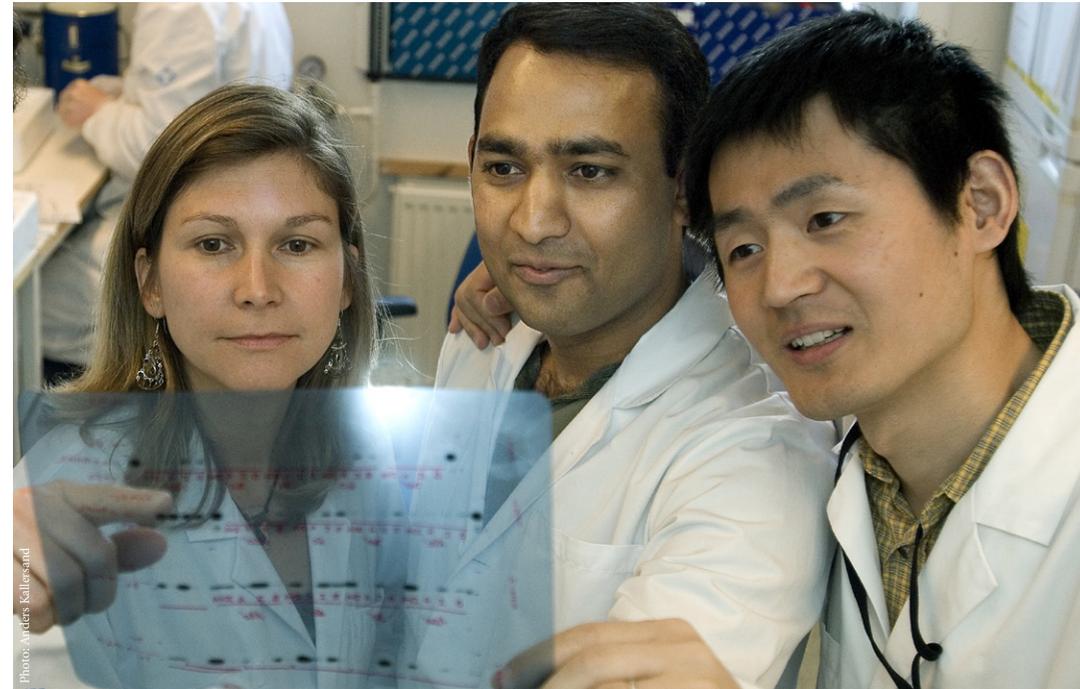


To learn more about applicable employeeship and leadership, please read:

- Strategy documents
- Templates and support documents concerning
 - Appraisal interviews
 - Order of delegation, incl. department templates
- Collaborative agreement at KI
- Leadership guidelines at KI
- Guidelines for work environment, equal treatment and harassment issues

Employeeship at Karolinska Institutet



Employeeeship

Everyone who works at Karolinska Institutet (KI) contributes to KI's mission to improve human health through research and education. Cooperation, confidence and teamwork are joint responsibilities that build on a reciprocal relationship between leaders and employees to achieve a well-functioning operation.

Vision

KI's vision is to be one of the leading medical universities in the world. Employees are KI's most important resource, contributing to the success of KI by offering their competence and creative abilities and by treating one another with respect.

KI's values

All KI employees are always expected to have an ethical and humanitarian attitude. Work at KI shall be characterized by a belief in and support of

employee and student initiative, creativity, independence and competence.

As a place of study and work the organization is to be characterized by good leadership, involvement, transparency, equality and diversity, and by care for the environment, the inner as well as the outer.

Our basic values shall be shared and accepted by all.

Employees at KI

Employeeeship covers three areas: the way we as employees relate to our work, the way we relate to our fellow employees and the responsibility we take for our overall workplace.

Good employeeeship is characterized by commitment, job satisfaction, openness, collaboration and responsibility.

This means that all employees regard themselves and their co-workers as significant in joint work and that each and everyone contributes to achieving KI's goals.

Employees at KI shall contribute knowledge, initiative and creativity in order to achieve high quality results consistent with the goals of the institute. Employees are responsible for their own professionalism, development and work situation in dialogue with their manager. The foundations for this are laid in an attitude and way of working based on honesty, trust and respect for one another and one another's work.

As employees at KI we cooperate well, contribute to a good work environment by showing respect for the skills and competencies of others and by providing knowledge and information to others. Employees actively support and provide feedback to colleagues, and receive feedback. As employees at KI we all contribute to a creative, pleasant and stimulating environment where everyone's talents, experiences and resources

come to use, and show confidence in and respect for human equality. Employees at KI contribute to KI's good reputation as a leading university in a competitive international environment.

Employees in management or leadership positions

Managers and leaders on all levels are important ambassadors of KI's values. It is important to create an organization whereby goals and guidelines permeate operations and whereby other employees are involved and thus motivated to participate in the development of the university. Good communication is an important source of strength in leadership. As a manager and/or leader one must convey clear messages and be sensitive to comments from colleagues and their contribution to a good work environment.

Managers, leaders and colleagues who are doing a good job are prerequisites for a good organization. Clear and manifest leadership is therefore an important success factor for KI and its future.