

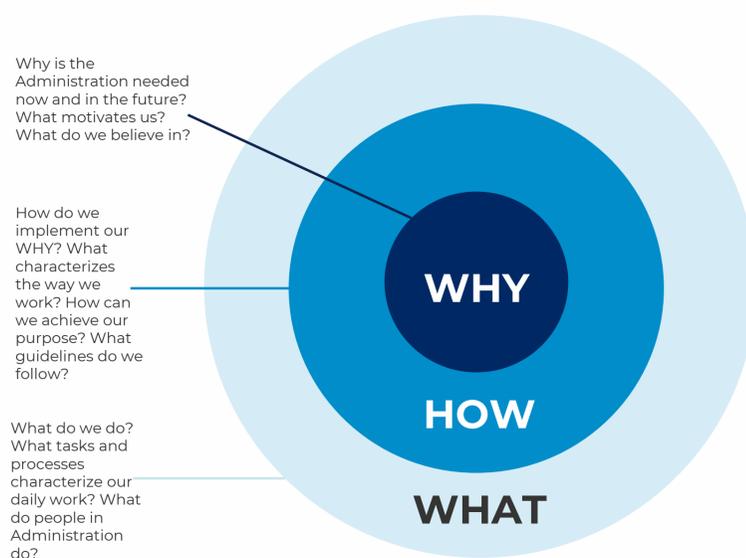
Strategic framework of the CISPA Administration

Developed on September 6th and 7th 2023 by the department heads of the administrative division

WHY

- Due to its expertise, CISPA's Administration has an influence which reaches beyond the Center and thus attains recognition within the region and the community of scientific organizations.
- With self-confidence, we contribute our particular skills to the work of the Center. On an equal footing with the division of Science and Science Support, we thus do our part to achieve the high-quality results of CISPA.
- We use our unique creative leeway so that together we can build a future-proof, flexible Administration at CISPA.
- We contribute substantially to the reasons why people choose to pursue a large part of their personal and professional development at CISPA.

Model Golden Circle



according to Simon Sinek

HOW

- We foster feedback-oriented, trusting and respectful interaction with one another – and demand it.
- We promote a future-oriented and modern working environment and treat resources in a sustainable manner.
- We constantly develop ourselves and our processes further and apply the highest professional standards.
- We design our services to be flexible, user-centered and solution-oriented. In so doing, we seize opportunities, take risks seriously and offer all employees at CISPA security in their actions.
- We respond to individual needs and have the courage to explore what is possible. We make well-founded decisions and each take individual responsibility for achieving our common goals.
- We actively share our expertise, both within and outside CISPA, build networks for the exchange of knowledge and transmit development impulses into the region.

Strategic action fields

- Digitalization
- Infrastructure
- Corporate culture
- Recruitment, retention and personnel development
- Public image and communication
- Process and project management

WHAT

Concrete measures in the strategic action fields to achieve WHY/HOW. Development takes place individually in the departments and staff units.