

FINLAND

3rd cohort meeting at Ministry

3rd cohort meeting at Ministry

4th cohort meeting at Ministry

UTU LEADERSHIP

UTU Strategy 2013-2016

UTU HR Policy

Letter of Endorsement by Rector

New Rector & Vice-Rectors
New working groups appointed

Approved by Rector

PROJECT MANAGEMENT

Steering Committee, chaired by Vice-Rector Riitta Pyykkö

- overall planning of the process
- priority and realizability of suggested actions

Preparatory work in operational working group lead by the HR office

From GAP ANALYSIS to ACTION PLAN through a Participative Process

Identification of gaps and suggestions for improvements

Related working groups and committees

Intranet Inquiry in Finnish and English

Other sources: email, surveys, reports

Main areas of improvement

Participative Workshop

Draft Action Plan

Action Plan 2013-2015

Published in www.utu.fi

COMMUNICATION

Preliminary Information

Intranet site

Workshop results published in the intranet

Article on national academic magazine

Article on UTU magazine for interest groups

Published in the intranet for comments

Jan 2012

Feb

March

April

May

June

July

Aug

Sept

Oct

Nov

Dec

Jan 2013

Feb

March

April

May

June