

GFZ Management Guidelines

We, the senior Management Team of the GFZ, offer these management guidelines as a framework and basis for orientation in working together with our colleagues towards achieving our GFZ mission. We strive to offer an inspirational and intellectual environment with modern and healthy working conditions, along with optimal technical and financial resources, and a transparent framework for career planning. The most important element of our leadership is collaboration based on trust, both with our colleagues and within the management team.

- (1) We lead setting our goals according to the Mission and Strategy of the GFZ.
- (2) We take and delegate responsibility, with the flexibility necessary for effective implementation.
- (3) We promote optimal achievement of agreed goals within the context of our Standards of Excellence.
- (4) We foster mutual respect, trust and collaboration within our work environment.
- (5) We act as role models; are fair; practice transparent communication; and make binding decisions and follow through.
- (6) We encourage our colleagues to be creative and innovative.
- (7) We are open to the concerns of our colleagues and give them due attention.
- (8) We promote our young scientists and drive talent development.
- (9) We create equal opportunities and support the career development of women.
- (10) We ensure a healthy work/life balance.
- (11) We recognize conflicts at the earliest opportunity and seek constructive solutions.
- (12) We reflect on our personal leadership and work to further develop our management competence.