

Topic	Measures	Explanation
(Continued) investment in leadership	Aligning with the university's provision (e.g. <i>induction for new managers and communication skills</i> ; encouraging <i>peer review</i> ; training in <i>PhD supervision</i> ; focus on personal leadership).	This is a measure that has a positive impact on all five topics listed below.
High perceived workload due to the nature of the work, workload and pace of work	<ol style="list-style-type: none"> 1. (further implementation) Programme standards and TOOB 2. more efficient organisation of teaching 3. more efficient organisation of committee work 	Proposal for further elaboration by the Work-Life Balance Advisory Group (see appendix: action plan).
Future prospects and changes (low confidence in the organisation and low scores on strategy)	When (if necessary) revising the current Faculty Strategic Plan (FSP), drawing up an FSP for the new planning period or the plans for 2030 and the period thereafter, involve staff, and make this an integral part of the planning and implementation process so as to increase confidence in the working methods and understanding of the future outlook.	Clarity regarding plans for 2030 and beyond
Communication and information (low scores on top-down communication and a lack of clarity regarding inaccessible processes and policies)	The issues mentioned are points for attention in communication regarding plans and their implementation in processes and policy.	Concrete measures will be further developed in Q1/Q2 2026. Reiterating the Code of Conduct for digital communication
Development opportunities (few opportunities for, and lack of clarity regarding, career development)	<ol style="list-style-type: none"> 1. Career paths and differentiation; also career development with a focus on education 2. Horizontal career development 3. Optimally distributing tasks that energise and drain energy among staff; 4. Distributing tasks more in line with employees' wishes and needs, for example by allowing more teaching and less research 	Strategic workforce planning. As part of the Recognition & Appreciation framework, FGW is developing a decentralised career policy.
Social safety	<ol style="list-style-type: none"> 1. Active, regular communication about policy, procedures, approach and aftercare for staff 2. Making social safety a topic for discussion including a follow-up workshop <i>on how to work together in a psychologically and socially safe manner</i> 3. Training: <i>Understanding & Setting Boundaries: Dealing with aggression, intimidation and manipulation</i> (also for managers) 	Organising information sessions in collaboration with HR Central, who also plays a role in this. This should also take into account vulnerable groups such as international students and PhD students. NB See also PhD Supervision 2.0: investing in social safety within the university – Leiden University