

# Manifesto for an innovative **ORGANIZATIONAL CLIMATE**

Everything starts with a future oriented **VISION.** Know what you stand for and where you want to go. Make sure **everyone else knows too.**

*Give time and space to explore and develop new ideas.*

**INVOLVE** YOUR PEOPLE IN DECISIONS. **CHALLENGE THEM** TO THINK WITH YOU AND MAKE RESPONSIBLE.

Let people **decide for themselves** what is important.

**make sure EVERYONE feels at home.**

**Talk** to each other. Often!

**Laugh every day!**

Be **open** and **honest**. Say what you do (and why) and do what you say.

**PUT YOURSELF INTO PERSPECTIVE. KEEP IT PLAYFUL AND COSY.**

*You don't always have to agree with each other, but talk about it. Explain your opinion and **BE OPEN**. Listen to understand and dare to change your mind.*

**EVERYONE IS ENTITLED TO MAKE MISTEKES**

**Celebrate** your successes (small ones too) as much as you can. Always find a reason to **PARTY!**