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Good leadership requires time, energy, expertise and can be learned.

**OUR LEADERS:**
- know their leadership tasks and acquire leadership skills
- reflect and train their leadership behavior
- use established leadership tools
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**GUIDELINE FOR LEADERSHIP AT THE MDC**

**PREAMBLE**

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Leaders and managers are morally responsible for the actions of their employees. They provide training, support their claims and establish a culture that is oriented toward the work environment. This does not mean that the managers are to be held responsible for all the actions of their employees, but the responsibility is still theirs.

**OUR LEADERS:**

- prevent the personalization and marginalization of employees
- provide claims, opportunities for professional development and feedback to employees as well as process and results generated in teams
- ensure a climate of trust in the team and at the MDC

Growth and development of the MDC require continuous reflection and transformation. It is the responsibility of all leaders to work actively on this process.

**OUR LEADERS:**

- develop and promote new ideas and concepts
- create a research, administration and work environment that are oriented toward learning
- actively participate in the development of the MDC’s mission and goals

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**LEADERS WHO MAKE USE OF THE SCOPE FOR CREATIVE IDEAS AND CREATE IT FOR THEIR EMPLOYEES OFFER OPPORTUNITIES FOR INNOVATION. THEY GIVE IMPULSES, HAVE THE COURAGE TO DECIDE AND ENABLE EMPLOYEES TO RECOGNIZE THE OPPORTUNITIES AND RISKS OF NEW IDEAS.**

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**HONEST AND APPRECIATIVE LEADERSHIP REQUIRES TRANSPARENT COMMUNICATION AND THE COURAGE TO ADDRESS UNCOMFORTABLE TOPICS. IT BUILDS TRUST THROUGH AN OPEN FEEDBACK CULTURE, ACKNOWLEDGES, PRaises AND REINFORCES THE POSITIVE, AND ACTIVELY PARTICIPATES IN PROBLEMS AND THEIR RESOLUTION.**

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