

Group work – discussion questions

What we have heard that is relevant for future shaping of the university museum?

1. Objectives, directions and organizational structure

Many demand clearer communication of UM's strategy and direction. Employees experience not to be a part of "a common museum". We have also heard examples of parts of the organizational structure not working optimally.

Question: How should the museum be designed organizationally to ensure the best possible museum for the future? What concrete measures can contribute to this?

2. Internal communication and participation

Many wants more participation and involvement of employees in cases that concern them. Employees demands better information flow as well as common meeting arenas and information channels.

Question: How can a future structure contribute to strengthened internal communication and participation? What concrete action can improve the flow of information and contribute to better participation?

3. Coordination and common practice

The university museum has a broad mandate and field of activity and is also spread over many locations. The input points to challenges related to lack of coordination, dialog and communication. Different practices develop a little "here and there".

Question: In what areas is there a need of coordination and common practice? How can the organization contribute to ensure diversity and innovation, but at the same time meet the need of efficiency?



Summary of main topic

A good starting point: dedicated and complicated employees, exciting and varies assignments.

Key challenges to work on includes:

- Leadership and management incl. communication of strategy and direction
- Communication, information and participation
- Increasing focus on digitalization – of the collections and dissemination
- Purposeful and future-oriented organizational structure, among other things related to:
 - Administration: composition, focus and capacity
 - Dissemination: holistic focus and clear division of responsibilities
 - Communication: strengthen internal and external communication
 - The collections: balance considerations of research, management and conservation, security and accessibility. Formalize organizational responsibility and external communication.
 - The gardens: appropriate organizational structure
 - Guardience: the role of museum guard and organization of operations at HS10.
- Connection to UoBs professional environments: good and effective arenas for interaction and cooperation, system for participation in UoBs various selections
- Collaboration and role clarification with UoBs administrative departments