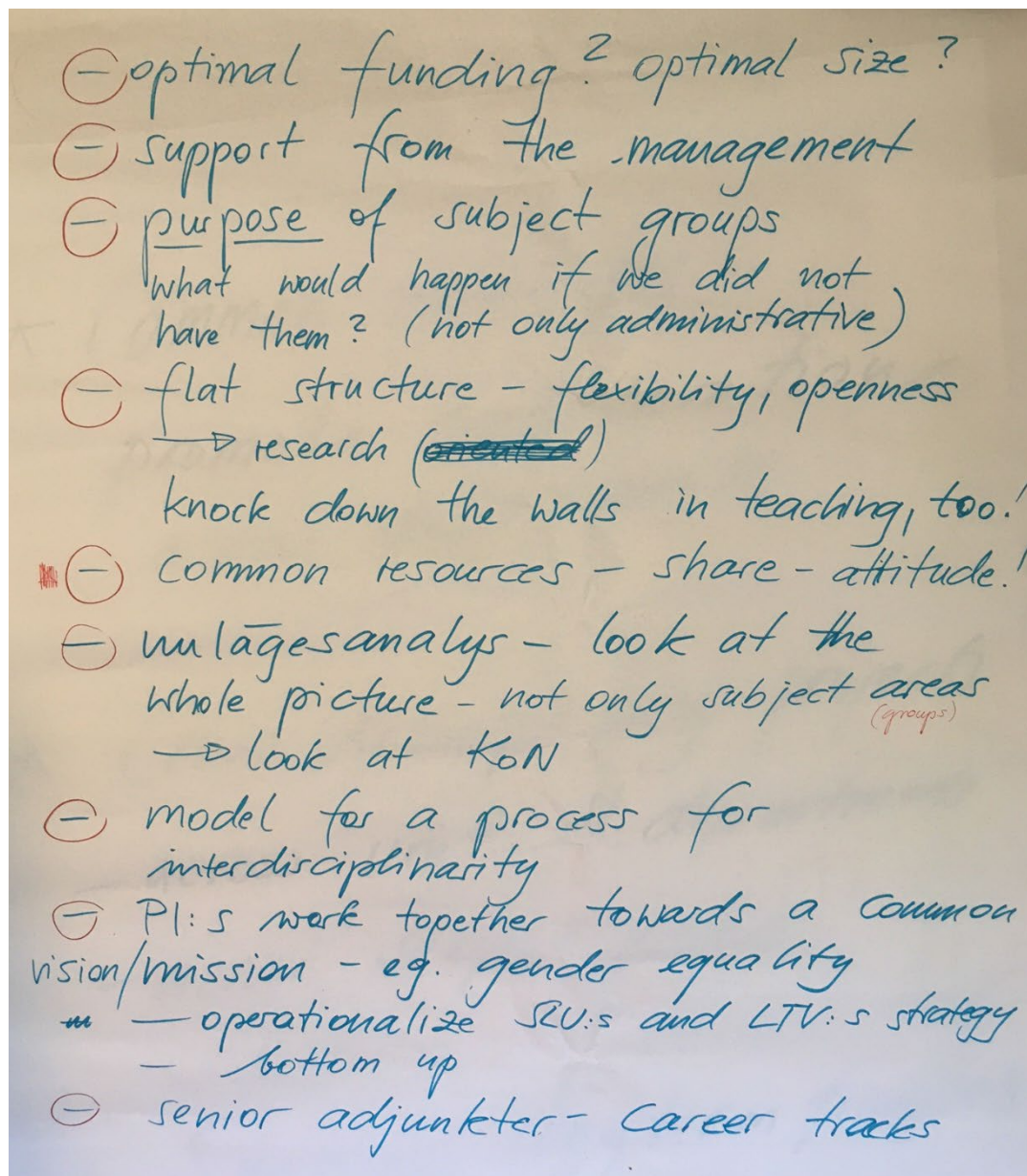


Group discussions:

1. What useful take-home messages have we identified?
2. What of what we have heard would we like to have more of at LTV?
3. Are there things they (the three invited speakers) have said that would be hard for us to replicate? Why is that?
4. Choose 3-4 noteworthy findings you want to share with the rest of the group and present these on the flip-chart.

Group 1

Laura Grenville-Briggs Didymus, Kristina Santen, Georg Carlsson, Jan-Eric Englund, Kristin Wegren, Aakash Chawade, Margit Nothnag!



Group 2

Rodomiro Octavio Ortiz Rios, Peter Anderson, Ramesh Vetukuri, Caroline Hägerhäll, Ingrid Sarlöv-Herlin, Håkan Schroeder

1. SHARING
INFRASTRUCTURE,
EQUIPMENT, RESOURCES
TO INCREASE SYNERGY
AMONG GROUPS AT LTV

2. ESTABLISHING, INTEGRATED
TEAMS WITH SHARED GOALS
TO ADDRESS ISSUES NEEDING
NATURAL AND SOCIAL SCIENCES
AND HAVING SHARED LEADERSHIP

3. CO-LEARNING HOW
TO DEVELOP INTER-
DISCIPLINARY TEAMS
(FOR RESEARCH, EDUCATION, RESEARCH-EDU)
DRIVEN BY SOCIETAL
NEEDS (E.G. SDGs)

4. HOW ^{LTV} ~~TO~~ STRENGTHENS
RESOURCE MOBILIZATION
(= SEK) BY PURSUING
PRO-ACTIVELY COLLABORATIVE
PARTNERSHIPS BEYOND
ACADEMICS

Group 3

Thomas Prade, Kristina Karlsson Green, Mats Gyllin, Jean W.H Yong, Per Hofvander, Caroline Dahl, Christina Lunner Kolstrup

Take home

- Research groups, subject areas not necessarily work that way
- Teachers career, teacher groups
- Societal questions are complex silos don't work
 - organize loose framework
 - matrix structure
 - young people get chance to organize funding distribution
- Matrix
 - Subject areas decoupled from research groups
 - better reflect society
 - organism - organisation
- Quality in leadership important
- Subject group as a team we are not there
- Create research infrastructure, think about structure
- Emphasise connection research & education
- Strategic leadership how to build organisation
- See so that people fit in matrix, feel at home
- Focus quality
- Leadership in allowing young researchers to set a profile
- Profile areas
- Strategic distribution of funding

Have more of

- Matrix organisation for research questions
- ~~Internal~~ Internal collaboration vs competition
- Critical mass
- Strategic recruiting

3.

Difficult to apply

- UPSC structure from infrastructure point
- Multidisciplinary quality assessment

Group 4

Eva Johansson, Rickard Ignell, Anders Carlsson, Åsa Ode Sang, Hanna Sassner, Åsa Lankinen

* Common facilities

promote collaboration
across departments

* Cross disciplinary projects

- across units & departments

- across subject borders

* Strategic long term finances

* Using this process to build
strong research environments

Group 5 (Zoom)

Vera Vicenzotti, Peter Witzgall, Kimmo Rumpunen, Stina Powell, Tomas Österman

- Shared infrastructure.
- Fast decision paths (including clear message from the management) and built-in possibilities for continuous change.
- Team spirit, strong teams, no competition -> builds strong groups and excellent research and education.
- Shared leadership – avoiding feeling of loneliness as a leader.
- Do we have enough strength ourselves to make the changes needed or do we need external input.

Group 6 (Zoom)

Åsa Ahrland, Lisa Babette Diedrich, Marie Olsson, Karl Lövré

- Build teams instead of support to individual researchers.
- Grow a culture that promotes cooperation rather than competition. direction
- Promote a more experimental route (e.g. regarding leadership, structures and support, the physical environment) centrally through the allocation of internal funding.
- We have to continue the work to integrate education and research.
- Develop an environment with more flexible groups (corresponds to built-in possibilities for continuous change).