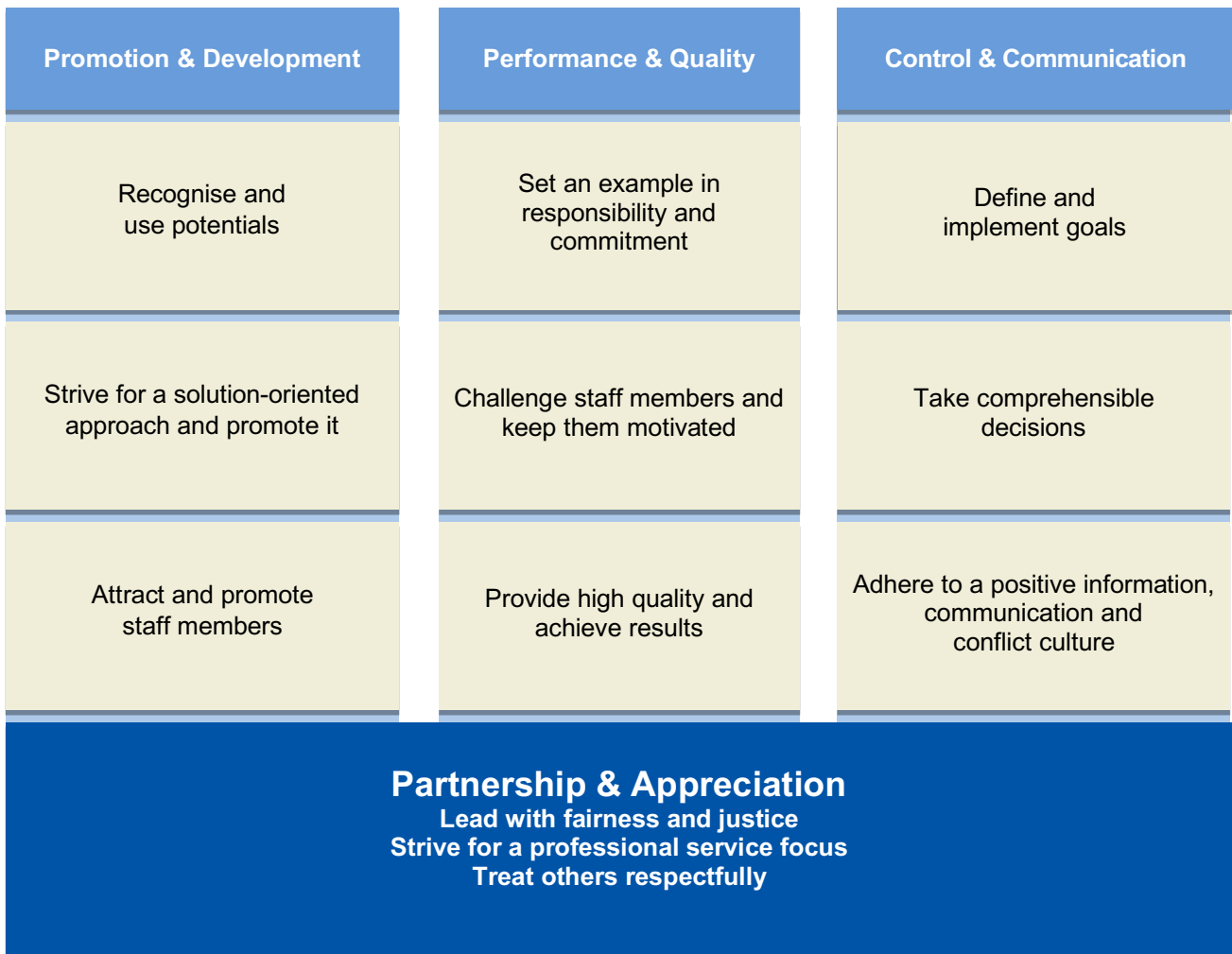


Our Leadership Guidelines

Our leadership guidelines are an important part of our corporate culture. They serve as an orientation and bond for our staff members by describing the ideal behaviour of someone in a leading position. As precise and action-oriented as possible, they reflect the company’s expectation of management staff members. These guidelines help staff members with what to expect from their superiors and allow supervisors to draw conclusions about what to expect from their staff members.



On the basis of partnership & appreciation, the aspects of promotion & development, performance & quality, and control & communication form the three cornerstones of the leadership guidelines of the St. Pölten UAS. They are the standards which we apply to our daily actions. We lead by communicating and informing transparently. Our employees are our partners and we treat them with respect. We challenge and encourage our staff members and are always careful to ensure high-quality performance. From these *cornerstones*, we derive *building blocks* which, in turn, define *principles of action* and *instruments*. Partnership & appreciation is, however, the *base* of our leadership guidelines. It is the basis on which all thoughts and actions should thrive, grow and – if necessary – be adjusted to changing conditions.