

excuse

A sincere apology for the mistakes made is absolutely necessary to restore the **trust** between the CvB, OR and the entire VU community.

outstretched hand

The Staff Council does not see an outstretched hand to all employees who were and still are **seriously impeded** in their work or who have seen their warnings **not taken seriously**.

natural phenomenon

The e-mail from the Executive Board reads as if the VU community had been exposed to a natural phenomenon called MARS, but the MARS perils did not arise from something outside, **but from decisions within the organisation.**

trust

In order to restore the **trust** of the employees, the CvB must become **visible** to the shop floor and enter **into dialogue** with them.

no time pressure

The organisation and the employees must be supported to solve **all** MARS problems.

This requires time and **no time pressure**: it is simply not ready yet!

rest

The message to intervene quickly is **particularly misunderstood** by the Staff Council. The OR first wants to let the organisation settle down after two years of Corona and the introduction of MARS.

bridge too far

Intervening in an organisation that is still so **restless** and where the systems **are not** yet in order is asking for trouble. The Staff Council believes that a new reorganisation is definitely a bridge too far at this time.

leadership

The Staff Council only reads proposals about the structure of the organisation. The aspect that the report very emphatically mentions is the observation that it is not so much the structure that is wrong, but **problems with leadership.**

safe and open climate

The Staff Council believes that the Executive Board is too quick to tackle the structure. The organisation must work on a safe and open climate where employees can **talk** to each other about issues on which there may be differences of opinion.

involved

Top-down decision-making should definitely not be applied in a follow-up project. We have seen in other projects that this works and leads to **better decisions.**

prevent

The Staff Council believes that the Executive Board **must do everything** in its power to prevent such a large project from getting out of hand again. The Staff Council would like to hear from the Executive Board how they **are going to guarantee** this.