

# A laboratory for innovation

12 ideas to explore, experiment with, and discuss together

## 1 Lost in Translation? Not anymore.

Experimenting with real-time AI-translation for FR and POC.

## 2 Town Hall with teeth

Biennial open Q&A session with public written follow-up.

## 3 PhD 2.0: cut the fluff, keep the fire

Redesigning the doctoral program through co-creation with ABAP.

## 4 Postdocs: from invisible to indispensable

Visibility as a distinct research group, transparent communication about career prospects.

## 5 Share the pitches

Sharing research across research units. Creating transdisciplinary Junior Theo Teams.

## 6 Screen, desk, door: fix the three

Targeted investment in web conferencing, ergonomics, and workplace privacy.

## 7 Safe to speak up

Informal protection never precludes formal follow-up processes.

## 8 Feedback as a two-way street

Growing a feedback culture: two-way communication at all levels.

## 9 No blame, no shame, but never no action

Learning as the norm, sanction as the exception.

## 10 Every professor can chair

Any professor is eligible to chair a doctoral defense.

## 11 Out of the office, into the field

Biennial ZAP/postdoc excursion to foster collegial connections, similar to the ATP team day and doctoral student excursion.

## 12 Let's celebrate!

Celebrating publications, grants, and milestones together.