The Aarhus Compass and Open Dialogue
New framework for leadership, management and development of welfare – and a showcase
ESN June 2022
WHY DID WE NEED A NEW FRAMEWORK?
Because we strive for...

... Aarhus to become a community for everyone!

A community where all of us are needed.
A community based on citizenship
A community where all of us are healthy and thrive.
A community characterized by growth and a strong business community
A sustainable community with well functioning local and city environments.

This is our mission – the ‘Tale of Aarhus’.

We want to succeed with this mission!
Our modus operandi so far has brought us part of the way – but not far enough.
Because we realize that...

Our welfare system is under **pressure** because of the:
- Demographic development (more children and elderly)
- Lack of workforce

We cannot solve future welfare tasks without a high level of **citizenship** and **strong alliances** between the municipality and individual citizens, businesses, associations etc. Just take a look at issues like…
- Vulnerable families
- Climate changes
- Public health

Meanwhile we are **challenged** by
- Increasing mistrust between population and politicians / authorities
- Individualization as mega trend

**NPM** and further streamlining is not the answer!
WHAT IS THE NEW FRAMEWORK ALL ABOUT?
It’s about... Less system. More citizen.
The Aarhus Compass is a change of perspective

Turning up our…

Focus on what is **valuable** in the eyes of citizens and society

Use of **co-design, co-creation and co-production**

Use of **knowledge-informed** leadership, management and practice
To succeed, we must take new paths

- **Listening** actively, being genuinely curious about the other person’s perspective
- **Solving** through equal partnerships between municipality, citizens, businesses and volunteers
- **Learning** through more practice-oriented learning communities
- **Leading** in ways that makes it meaningful and relevant for others to participate
OPEN DIALOGUE AS A SHOWCASE – LISTENING IN NEW WAYS
Open Dialogue – a different approach to network meetings

Talking to
Meeting room
Professional network
Professional agenda
Speaking on behalf of
Making decisions
Conclusive

Listening to
Safe space
Citizen’s network
Citizen’s agenda
Using citizen’s own words
Sharing perspectives
Curious