

## Strategy on community

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## 1 Formalities

### 1.1 Summary

This strategy describes how LinTek will strive to attain a high level of community within the organisation.

### 1.2 Purpose

The purpose of this strategy is to describe how LinTek will work to foster a climate of involvement within the organisation. By extension, it also aims to strengthen LinTek's reputation as an organisation that science and engineering students want to be involved in.

### 1.3 Scope

This strategy concerns the work with those actively involved in LinTek, and how the organisation should show appreciation, encourage and thank LinTek's active members.

### 1.4 History

The original is derived from LinTek's recruitment plan, which was developed in 2013–14, and from LinTek's operational plan 2014–2015.

Draft of strategy started in 2014–2015 by Arvid Söderström.

Draft of strategy completed on 19 January 2016 by Kevin Do Ruibin and Tobias Vintilescu Borglöv Adopted by decision of a Board meeting [No 7, 15/16]

A full editorial history can be found on [GitLab](#).

## 2 Introduction

LinTek is a large organisation with many different opportunities for involvement. Getting a high number of applicants for all parts of the organisation is something LinTek always strives for. The number of applicants across the organisation varies greatly, with applications to LinTek committees among the lowest. A high number of applicants greatly increases LinTek's ability to recruit competent people to the organisation, which is vital for LinTek to be able to conduct its activities.

Those holding a position in LinTek should have a positive image of the organisation and recommend involvement to their friends. Those involved should also have an overall understanding of LinTek's activities and the benefits that come from student union involvement so that they can act as representatives of the organisation.

In order to create an attractive organisation, it is therefore of utmost importance that LinTek can clearly communicate what LinTek as an organisation offers people who become involved. Consequently, a clear and concrete internal plan on what LinTek will offer committed science and engineering students that can stand the test of time is needed to solidify LinTek's positive image as an organisation in each student's memory.

## 3 Vision

LinTek's **Goals and Visions document** contains the goals, strategies and milestones related to LinTek's community work. In order to simplify the work, the vision and strategies have been divided into a number of more specific sub-visions:

1. **Everyone involved in LinTek should feel that their work is appreciated**
2. **Everyone involved in LinTek should feel a sense of community in LinTek**
3. **Involvement in LinTek should be a melting point for the different parts of LiU**
4. **All science and engineering students should have a clear positive image of involvement in LinTek**
5. **Active members of LinTek should feel that they can make a career in the student union, a "union career"**
6. **Involvement in LinTek should provide skills development**

## 4 Implementation

The implementation of this strategy is about creating a strong community within the organisation, adding value for those involved and also strengthening LinTek's outward position in campus life.

The LinTek Welfare and Student Support Officers have overarching responsibility for ensuring that this is implemented by actively working with LinTek's community work, and are responsible for ensuring that others within LinTek work in the same direction.

In order to succeed in the strategy, the goal is that each person involved in LinTek will have benefited from the following added values during their time as an active student union member:

No	Activity/Added value	Description	Link to sub- vision
1	Access to facilities, material resources	Access to facilities, such as LinTek's project landscape, committee rooms and the campus union building seen as benefits for those involved. It is important that these facilities are of a high standard and are easily accessible to those involved. Furthermore, it is important that other material resources intended to make everyday work easier and more enjoyable are in good working order. Continuously reviewing these, and where necessary, expanding this arsenal should be an area of priority for LinTek student union management.	1
2	Advance sales	Everyone involved in Lin Tek are offered advance sales of tickets to Lin Tek events. This is an appreciated benefit and something that is easy to communicate outwardly to create a positive image of being involved in Lin Tek.	1, 4
3	Welcome presentation/Union-wide kick-off	The welcome into the organisation is important. It is important to get a clear picture of Lin Tek's activities early on and put a face to the active members of the organisation. At least one welcome presentation/kick-off should therefore be held for everyone involved at the start of autumn each year.	2
4	Lunch and breakfast events	Events where active Lin Tek members are offered food are added value and opportunities for those involved to meet across advisory and project committee boundaries.	2, 3
5	Skills development	In order to provide additional added value to those involved, Lin Tek will offer various forms of developmental training for the various committees. This may be in areas directly related to the committee, but may also be in areas that the individual may benefit from in future involvement or campus life.	6
6	Prioritise internal recruitment	In order to promote continuity and retain experience and knowledge within the organisation, involvement in Lin Tek should be seen as an asset when recruiting new people to fill positions.	5
7	Kåraktivitas	Kåraktivitas will be Lin Tek's largest internal event and something that all active student union members look forward to.	1, 2, 3, 4

## 5 Feedback

In order to provide feedback, it is important to monitor implementation of the strategy, which is done with the following key indicators linked to the vision and activity points. These questions should be asked in the context of the evaluation sessions that each committee carries out when their assignment comes to an end.

- **Involvement index**

”How many LinTek involvements have you completed?”

On average, how many LinTek involvements do our involved members have? A high number may signify that involved members feel that their work is appreciated and that they see an opportunity for a career.

”After how many years of study at the Faculty of Science and Engineering did you take on your first LinTek involvement?”

A high number may signify that we are an organisation with more experience, but also that we are late in attracting enthusiastic students. This may indicate that science and engineering students do not have a sufficiently positive image of involvement in LinTek.

- **Community index**

”How satisfied are you with the LinTek community?”

- 5 – Yes, very satisfied
- 4; 3; 2;
- 1 – No, very dissatisfied

A high number may signify that those involved feel a sense of community in LinTek.

- **Skills development index**

”Have you taken part in skills development training?”

- Yes, in my field
- Yes, in addition to my field (which may help me in future involvements)
- No

A high number may signify that those involved see involvement in LinTek as something that develops their skills.