



Action	Action initiation (Q)	Action deadline (Q)	Q1/2021	Q2/2021	Q3/2021	Q4/2021	Q1/2022	Q2/2022	Q3/2022	Q4/2022	Q1/2023	Q2/2023	Q3/2023	Q4/2023	Q1/2024	Q2/2024	Q3/2024	Q4/2024	Q1/2025	Q2/2025	Q3/2025	Q4/2025	Q1/2026	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
* 8.01 Introduction of Ph.D. Meetings for doctoral supervisors, consultants, and postgraduate students of various research groups	Q1/2021	Q3/2021																						
* 9.01 Creation of a competency model of a manager at ICS	Q1/2022	Q4/2023																						
* 9.02 Creation of a guide for managers (rights and obligations, important documents, required competencies, instructions) including their obligation to inform the employee about a future employment	Q1/2023	Q4/2023																						
* 9.03 Training of managers in managerial skills based on individual training needs and plans	Q2/2023	Q4/2023																						
* 9.04 Internal workshops in the field of employee evaluation	Q3/2021	Q2/2023																						
* 9.05 Internal workshops in the field of work with employee training plans	Q1/2022	Q2/2023																						
* 10.01 Training of selection committee members (workshops, e-learning, other materials) - conducting an interviewing, structure, non-discrimination, etc.	Q1/2023	Q4/2023																						
* 10.02 Publishing rules for selection committees in the intranet	Q1/2023	Q4/2023																						
* 11.01 Implementation training & development plan of an employee into the staff evaluation process	Q2/2022	Q3/2023																						
* 11.02 Greater use of e-learning in education	Q4/2022	Q3/2023																						
* 11.03 Introduction of seminars - online education in various fields, including foreign languages, personal development, managerial skills, etc.	Q3/2021	Q3/2023																						
11.04 Internal workshops for employees (institutional and University strategies in research, project management, sources of funding...)	Q1/2022	Q3/2023																						
11.05 Coordination and communication of already existing internal workshops, more effective usage of ICS colloquia	Q4/2022	Q3/2023																						
* 11.06 Reserved time for education - 2hours per week	Q1/2022	Q3/2023																						
* 12.01 Participation in the creation of OTM-R Policy in cooperation with rectorate MUNI	Q1/2021	Q2/2022																						
* 12.02 Creation of more transparent job advertisements (an indication of the number of vacancies, salaries, career opportunities, and information on the selection procedure)	Q3/2021	Q2/2022																						
* 12.03 The most specific wording of job advertisements, including the required hard and soft skills (e.g. with the help of competence cards)	Q3/2021	Q2/2022																						
* 12.04 Default writing Job advertisements in English and Czech language except for research positions (English only) and specific administrative positions (Czech only)	Q2/2021	Q2/2022																						
* 13.01 Describe a clear process for resolving employee's complaints and problems at ICS	Q2/2025	Q4/2025																						
* 14.01 Describing the possibilities of combining work and parenting, which already exist at ICS	Q1/2025	Q3/2025																						
* 14.02 Home-office possibility extension	Q1/2021	Q2/2021																						
* 14.03 Creation of "parenting section" in the intranet for sharing experiences and advice	Q1/2025	Q3/2025																						