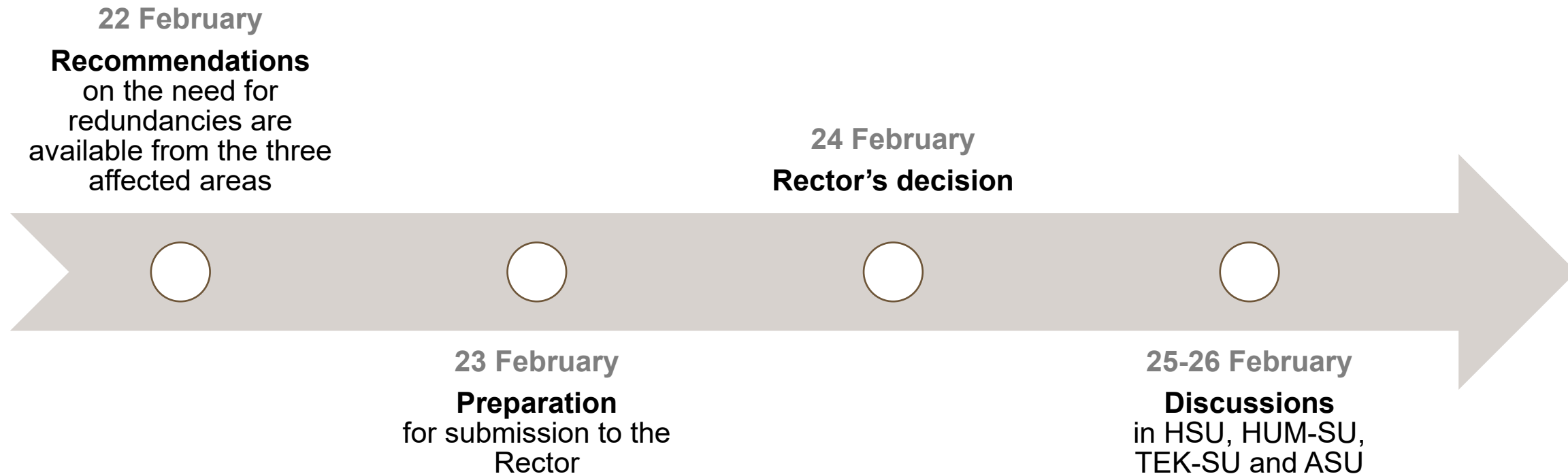


**Process plan for the  
decision-making and  
selection phase as well  
as the orientation phase**

# Decision-making and selection phase (week 8)



# Orientation phase (weeks 9-11)

- Convening and conversations (week 9)
- Consultative procedure consultation with party (weeks 10-11)

## 1 March at 9:00 AM

Email from Dean/Director with **general information** about the outcome of the remediation phase and the need for adjustments, as well as notifying that meetings will be convened on 2 March

3-5 March  
Conversations are held

## 2 March

Heads of Secretariat/Heads of Department/Heads of Division **will first call those employees** who will be invited to a meeting and **then email** a meeting notification to the employees' SDU mailbox.

The Head of Secretariat/Head of Department/Head of Division **will inform the department** once the affected employees have received a meeting notification