



Strategy 2024-2028

The Danish Meteorological Institute



Danish Meteorological Institute



A changing world

In today's world, the decisions we make as citizens, businesses and government agencies are increasingly influenced by the meteorological conditions around us. Our need to understand the weather and its extremes, the oceans and the climate – not just in real time, but in the past and the future as well – is greater than ever before.

An evolving DMI

The Danish Meteorological Institute (DMI) aspires to help create a more resilient, secure and sustainable society. In support of this, DMI will come to play an increasingly central role in supporting decisions through valid data and professional, research-based advice, in close collaboration with other key stakeholders in society.

With our Strategy for 2024–2028, DMI seeks to further propel our evolution as a socially responsible authority. A society in the throes of climate change needs DMI's free climate and meteorological data, our role as a climate science advisor and the daily services we provide, with weather forecasts playing a central role in the green transition.



A strategic ambition

DMI's job is to equip society for the weather and climate of the future. We do this by bolstering our role as a climate-science advisor and by developing our core mission through providing alerts and disseminating information about the weather. It is crucial that we adopt new technologies, as technology plays a growing and more decisive role in modern meteorology. At the same time, we must also strengthen our organisation internally to guarantee the robustness and capacity required.

We do all this with a view to leveraging DMI's knowledge to an even greater extent, so that we can contribute to the resilience of the Danish Realm, and to the world's most vulnerable countries which need our help to adapt to changing climates.





Make-up of the strategy

Vision and mission

The strategy revisits and builds upon DMI's vision, the guiding star we follow, and our mission, the role DMI plays in the Danish Realm.

Conditions for success

The strategy rests upon three fundamental conditions which are necessary in order for DMI as an organisation to succeed in what we need to do.

DMI supplies research-based knowledge and data about water, weather and climate to generate security and ensure the right conditions for a green transition across the Realm.



Waymarkers

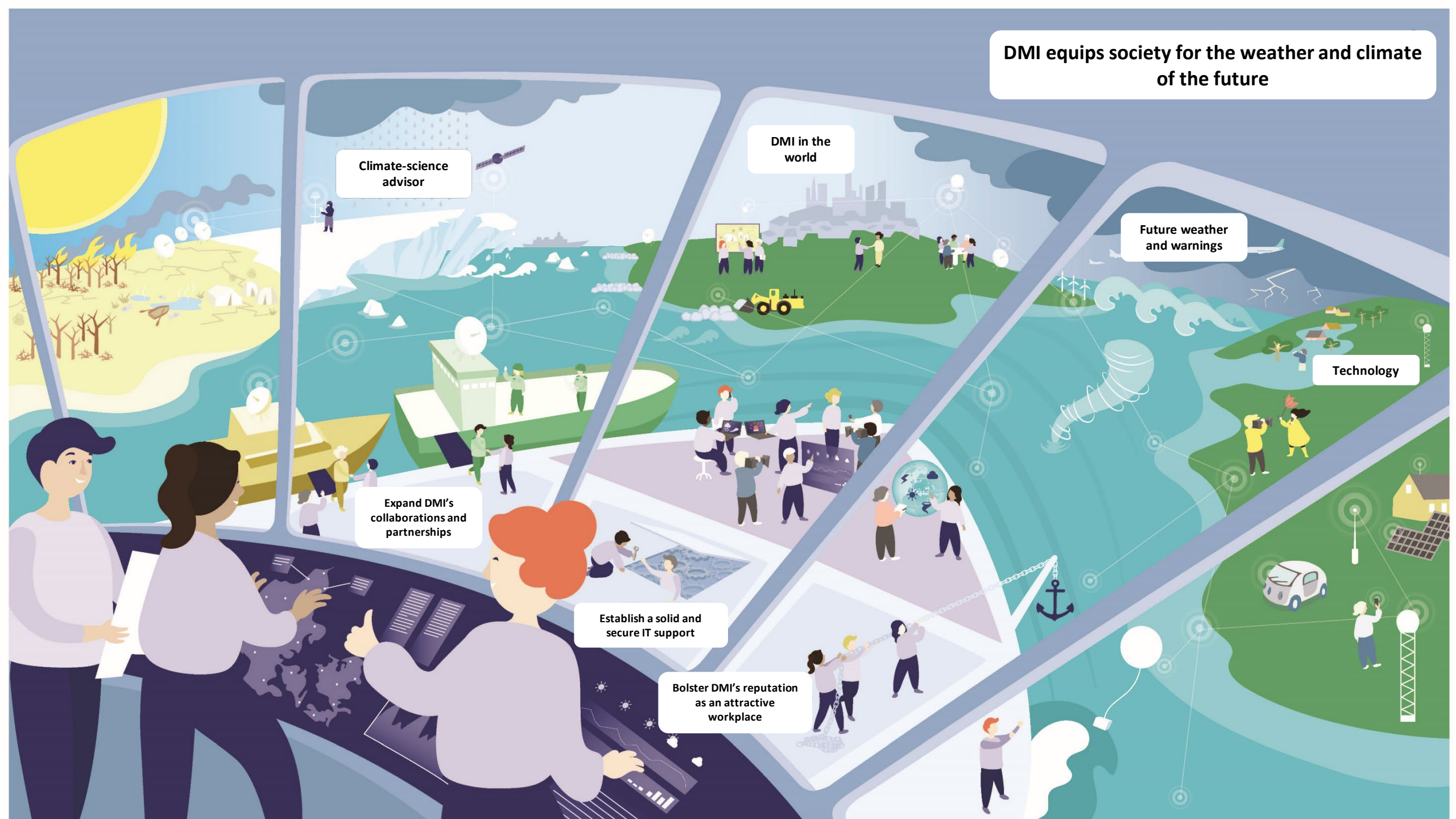
The strategy's four waymarkers together set the course towards which DMI seeks to orient itself. They encompass DMI's strategic objectives while still leaving space for DMI to develop and evolve its role within a changing world.

Values

Finally, the strategy is also informed by five solid values which define who we are and what mandate we give each other to succeed.



DMI equips society for the weather and climate of the future



Climate-science advisor

DMI in the world

Future weather and warnings

Technology

Expand DMI's collaborations and partnerships

Establish a solid and secure IT support

Bolster DMI's reputation as an attractive workplace

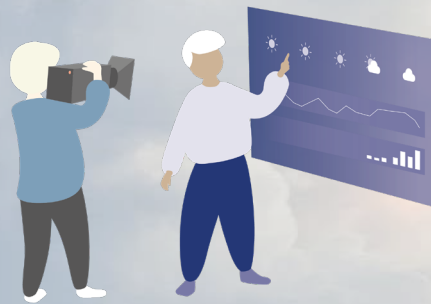


Vision

DMI equips society for the weather and climate of the future

Mission

DMI supplies research-based knowledge and data about weather, water and climate to generate security and the right conditions for a green transition across the society of the Realm





Waymarker:

Climate-science advisor

DMI aspires to strengthen its role as a climate-science advisor to the Realm and continue to deliver researchbased knowledge, data and information about climate change.

In order to continue supporting society's green transition, climate adaptation and the management of weather dependence, DMI plans to develop its role as a climatescience advisor under the National Centre for Climate Research (NCKF). This involves high-quality applied research in developments in both Denmark and the Arctic, as well as an increasingly more visible role as an advisor and disseminator of information about climate change for both citizens and decision-makers.

The ultimate goal is a weather and climate-resilient Realm which uses solid knowledge and expertise to effectively act on and adapt to the planet's changing climate.

We will:

- develop research and advice about physical climate changes and their consequences relevant for society
- communicate more visibly on climate change with citizens, stakeholders, the government and other decision-makers, based on research from the National Centre for Climate Research (NCKF), data from the Climate Atlas and other data sources as well as participate actively as Denmark's point of contact for the UN's Climate Panel (the IPCC)
- generate additional value for society in our role as climatescience advisor through new cross-cutting partnerships and by leveraging DMI's expertise in developing countries
- lay stepping stones that enable DMI to contribute to efforts within the Danish Realm relating to emission reductions, inventories and impacts





Waymarker:

Future weather and warnings

DMI will seek to establish itself as a climate-science advisor to boost its role as an alert body for the Danish Realm.

Severe weather can cost lives and wreak major financial consequences. By placing more focus on future weather and warnings, DMI can provide around-the-clock assistance to citizens, businesses, the Armed Forces, the emergency services and many other stakeholders across the Realm, so that they are as prepared as they can be to handle extreme weather.

DMI will supply the weather knowledge and data that decision-makers rely on, and which underpin the security and the green transition of our society.

We will:

- develop DMI's role as a weather-science advisor to the Government
- bolster DMI's official governmental role within meteorological and hydrological research and operations
- meet society's future needs for warnings and alerts via the research-based development of new types of warning systems within the Danish Realm
- develop the way in which DMI disseminates its alerts in dialogue with users and stakeholders
- bolster DMI's role in the Arctic as an advisor and supplier of knowledge and data on water, weather and climate to Greenland and the Armed Forces
- make more weather and climate data available to the public.





Waymarker:

Technology

DMI will continue to place an inquisitive focus on new technological possibilities which can underpin and support our research, warnings, climate communications and meteorology in order to support society's decision-making.

Rapid technological development plays an ever-greater and crucial role in modern meteorology and climate research. Exploring, adopting and utilising new technologies can help safeguard the central role played by meteorological institutes in a modern and weather-dependent society.

DMI will seek to develop the ability to use new and relevant technologies through more holistic solutions and skills development.

We will:

- follow technological developments with curiosity in those areas within which we are not yet active ourselves
- test selected new technologies and technological methods in collaboration with others
- seek out and collaborate with external stakeholders within the green transition regarding the use of both new and existing technologies
- implement technologies which underpin well-being and flexible working
- position DMI as a stakeholder and a relevant partner when it comes to technology





Waymarker:

DMI in the world

DMI is a global player with an ambition to develop its international collaborations and partnerships across the meteorological value chain.

Strong international collaboration within water, weather and the climate gives us a stronger starting point for better forecasts, extreme-weather warnings and climate-change adaptations. This benefits both the global economy and also helps to protect the most vulnerable people on our planet.

The goal is to strengthen Denmark's position internationally via World Meteorological Organisations (WMO) policies and similar, in order to contribute expert support towards the development of more climate-resilient societies in some of the worst-affected countries.

We will:

- collaborate more deeply on an international level and safeguard Danish interests within international organisations
- boost DMI's engagement in developing countries in order to strengthen their meteorological capacity to the benefit of both the country in question and the world at large
- develop collaborations under the auspices of bodies such as the United Weather Centres (UWC) to enhance our forecasts, warnings and climate research
- improve our coordination of DMI's work within international organisations both internally within DMI and externally in order to boost DMI's own professional practice and to support the development of international organisations





Condition for success:

Bolster DMI's reputation as an attractive workplace

We aspire to be a modern, dynamic and efficient organisation where employees and managers thrive and generate value for society. We want to be able to attract and retain talented employees and managers by offering a good framework for working life and meaningful duties.

This requires us to constantly develop the structures within which we perform our work, and to strike a balance between the individual's needs for a flexible working life and the organisation's needs for collective collaboration. We aspire to a diverse and talented workforce that can bring different perspectives to the way in which we go about performing our tasks.

We seek to achieve this by:

- using and developing our understanding of psychological safety to create a bolder and more innovative working culture
- developing an activity-based set-up at DMI's head offices in order to best support the performance of our tasks
- taking a systematic approach to the development of DMI employee skills in order to create broad familiarity with DMI's activities and a deep understanding of one's own work areas
- improving the robustness of our organisation by placing focus on generational change, skills development, single-person dependence and resource distribution on interdisciplinary assignments/projects, etc.
- boost DMI's recruitment potential and ensure retention by positioning DMI as a modern, flexible and attractive workplace
- bolster leadership and professionalism by developing DMI's common leadership skills and language, and by developing a leadership pipeline.





Condition for success:

Expand DMI's collaborations and partnerships

It is when working in tandem with others that we best generate results. We need the courage to lead and establish common solutions locally, nationally and internationally so that we are using our knowledge in concert with others and extracting maximum benefit from our resources.

This requires us to fix our gaze on the world around us, to take a demand-driven approach and to develop in active dialogue and interplay with outside stakeholders.

We seek to achieve this by:

- bolstering our national and international collaboration in networks which are based on trust, openness and courage
- being proactive and pursuing visions on both our own behalf and on the behalf of others
- making our knowledge, research, data and infrastructure available for new and innovative ventures which support our vision and political mandate





Condition for success:

Establish a solid and secure IT support

In order to strengthen DMI's organisational resilience, we shall develop a user-oriented, holistic and strategic approach towards our IT systems and establish an IT foundation that can support our research, development and operations.

This requires us to strengthen our IT governance structure, to streamline our business IT systems and to keep ahead of all the latest technical security requirements placed on us.

We seek to achieve this by:

- continuing with the modernisation of our supporting IT systems
- retaining a focus on the effective and stable operation of all DMI activities while simultaneously keeping a firm gaze on the development of new solutions within both business and IT in order to meet new needs
- adapting to new external requirements around IT security on an on-going basis
- creating yet greater and sooner business value within our IT solutions
- strengthening and streamlining our internal IT development and continuous operations with a view to building bridges between DMI's various IT needs





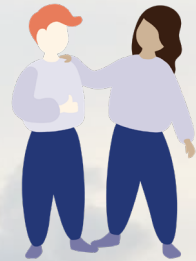
DMI's values

Our values express who we are and how we relate both to each other and to the world around us. They need to be continuously updated in order to meet the expectations placed on us.



Professionalism

We possess a deep and strong sense of professionalism. We feel a great sense of responsibility for our work and that of our colleagues on behalf of the organisation at large.



Decency

We conduct ourselves with decency in the performance of our work and as people in our dealings with partners and colleagues in the organisation.



Courage

We have the courage to open up to others and take on new tasks. We make ourselves available and approach the world around us with curiosity. We are not afraid to speak out about things that are relevant to our work – even when it's difficult.



Pride

We are proud of DMI both internally and externally. We are loyal to the decisions made internally and we back them up before the world.



Inclusivity

We are inclusive of many different skills and types of people, reflecting a vibrant and diverse culture. Our workplace is characterised by an appreciative and informal tone.