

**Our 2011-2015  
Strategic Plan  
will realise Minda's  
dream of putting  
Australia on the  
global map for the  
provision of cutting  
edge disability  
services.**



# PURPOSE

# & VISION

Our purpose is to create an environment where people with intellectual disability can embrace and enjoy the experiences of life.

Our vision is to be regarded as a world leader in providing support that enriches the lives of people with intellectual disability. People across South Australia needing our services will choose us to support people to create the life they want. We will be successful in meeting the high demand for flexible and innovative services. We will draw energy and fulfilment from the work that we do with others.

# OUR VALUES

**THE VALUES WE HOLD FORM THE FOUNDATION UPON WHICH WE BUILD OUR PERSONAL AND PROFESSIONAL LIVES. BY CLARIFYING OUR VALUES, WE BECOME AWARE OF HOW WE CONDUCT OURSELVES, HOW WE INTERACT WITH OTHERS AND THE LASTING IMPRESSIONS WE CREATE.**

## **PASSIONATE**

We care greatly for the people we support | We are committed to creating a dynamic environment where people can live lives of their choosing | We inspire and motivate others

## **INNOVATIVE**

We take smart risks | We value and reward inspiration | We are open to new ideas and work together on better approaches | We think outside the square | We minimise waste and maximise value

## **RESPECTFUL**

We value each person as an individual | We learn from each other | We benefit from our diversity

## **SUCCESSFUL**

We promote and encourage each other to create an environment of collaboration and achievement | We recognise and celebrate achievements | We are constantly seeking to learn from our mistakes and achievements

## **ACCOUNTABLE**

We are responsible for our actions | We abide by all processes and procedures | We perform our duties within our team to produce best outcomes | We learn from our mistakes as well as our successes

## **ETHICAL**

We encourage autonomy and self determination | We create opportunities for people to be themselves | We are true to our word | We are recognised for our openness and transparency | We walk our talk

# 6 STRATEGIC GOALS

## Continuously improve support to people with intellectual disability

Continue to improve our service quality with a strong focus on best practice | Improve critical aspects of our physical facilities | Place empowerment and decision making with the person at the centre, supported by families, carers and staff | Engage with government to stimulate growth and development opportunities for people with intellectual disability | Create a dynamic workplace culture that attracts and retains the best and brightest and enables them to deliver cutting edge support models

## Make Minda a great place to work

Develop an employer of choice model to attract and retain the right skill mix | Create a positive working environment based on our values, where staff can balance work and personal life and are supported to deliver high quality service | Enhance learning and development opportunities to expand knowledge, skills, career pathways and personal development | Provide a safe environment for living, working and achieving aspirations | Ensure our staff have the knowledge and guidance to deliver outstanding service now and into the future

## Optimise our partnerships for the benefit of our community

Build and develop trust with our stakeholders and strategic partners to ensure our sustainability | Develop a strategic communications plan to ensure effective engagement with all our stakeholders | Listen to our stakeholders and consider their contributions | Develop partnerships with those who share our interests as a means of achieving service growth

## Earn more to do more

Create a culture that values sound business practice | Optimise current financial and asset management processes to ensure sustainable financial viability | Seek creative and new sources of funding to grow innovative and alternative services | Ensure Minda is a financially viable, responsible and accountable organisation | Incorporate sound risk management practices to minimise the likelihood and impact of things going wrong | Be a proactive leader in the development of new service models in the sector

## Deliver the Master Plan

Ensure the Master Plan is aligned with Minda's overall Strategic Plan | Ensure the Master Plan stages are delivered within the agreed scope, time and cost parameters | Adopt a sound financial model to deliver the project | Deliver a fully integrated, affordable, liveable and sustainable village

## Build organisational capability and capacity

Ensure business improvement by providing systems, practices, management, information and technology | Simplify our processes and systems | Embed quality and risk management as part of all our processes | Promote continuous improvement in all that we do | Ensure tools and technology are provided to achieve outcomes



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