



## SMB GROUP STRATEGIC PLAN 2020 TO 2023

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### 2020 Mission

Sustainability, Excellence and Innovation in Learning.

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### Vision

A sector leader for delivering quality technical and creative education developing a skilled workforce for the future; respected for our innovative and professional staff. Integrated with our local, regional and national partners and valued by the diverse communities we serve for our contributions.

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### Our Values

**Sustainability:** ensuring all our decisions have sustainability at their centre; sustainable finances, sustainable resources and sustainable curriculum.

**Ethical:** ensuring we are a considerate organisation working with honesty and integrity, celebrating diversity, and creating opportunities for all.

**Excellence:** delivering outstanding education, people, finances and employment.

**Innovative:** being courageous and adaptable in our investments, curriculum and practices to create a workforce for the future.

### Corporate Objectives

#### Financial and Resources

We will develop our business to be forward thinking ensuring efficient and effective use of systems and resources, which enable high performance within all operations. Leading to outstanding sustainable resources and finances.

#### Curriculum and Quality

We will strive for outstanding results through being innovative, digitally enabled, sustainability engaged and learner centric, in a safe environment. Leading to outstanding impact in terms of achievement, destinations and growth.

#### Business Development

We will develop a reputation for our quality range of products, our commercial acumen and our eco-credentials. Leading to sustained growth, loyal customers and an outstanding reputation with all of our partners.

#### Human Resources and Organisational Development

We will attract and develop a high performing, talented and inclusive workforce, which will drive the ambitions of the business putting learners at the heart of all decisions. Leading to sustained growth, high productivity and highly valued and engaged employees who regard us as an 'Employer of First Choice'.

#### Corporate Services

We will create an effective set of Corporate Services that contribute to the overall success of the college, students, staff and stakeholders. Leading to effective organisational transformation, stakeholder engagement, delivery of innovative sustainable project activity and risk informed management accountability.