



Mission, Vision and Values Statement

Our Mission

To enhance the mental health and overall quality of life of every individual in our community

Our Vision

We believe that all people have the potential and right to achieve independence, a valued role in life and connection with their community.

We provide leadership and delivery excellence in the provision of community mental health and well being services.

We demonstrate our excellence in the provision of mental health and well being services by our leadership in research, continuous improvement and service development.

We value the participation and contribution of our partners, who include participants, carers, staff, key stake holders and the broader community, in the achievement of our objectives.

We respond to the needs of our community as they emerge and are proactive in identifying and implementing mental health and well being initiatives.

We work with our partners in ways that reflect our core values of:

- Professionalism
- Dignity
- Integrity
- Respect
- Authenticity

Our Values

Professionalism means we:

- recognise our accountability in all we do
- constantly strive to achieve the goals of the organisation in an ethical and respectful manner
- constantly pursue best practice

Dignity means all people have a right to self determination and recognition of their intrinsic self worth.

Integrity means we operate with moral soundness, which is reflected in the trusted relationships we create.

Respect means that the beliefs and values of the individual are recognised and upheld.

Authenticity means we are honest in our interactions with our partners at all times.

Strategic Plan 2010-2013

Aspire strives for carer/participant participation and communication at all levels of the organisation.

KEY GOALS	MAJOR STRATEGIES	MEASURES OF SUCCESS
1. Remain a Sustainable Organisation	<ul style="list-style-type: none"> • Ensure budgetary, financial and resource management • Participate in accreditation processes and develop a Quality Work Plan • Maintain awareness of the political and policy climate • Investigate and pursue opportunities for funding diversification and growth with priority areas focused on emerging need • Develop and maintain a risk management strategy • Develop a Promotion/Marketing strategy • Monitor contractual KPI's and compliance, (legal, regulatory and funding) 	<ul style="list-style-type: none"> • Financially viable • Asset management strategy including audit of assets and infrastructure • Accredited (QICSA) • Awareness of matters relating to the political and policy climate reported on regularly • Diversified funding streams and targeted growth strategy • Risk and Audit sub-committee established (board) • Risk management strategy • Promotion/marketing strategy • Legal, regulatory and contractual compliance met
2. Excellence in Service Delivery	<ul style="list-style-type: none"> • Develop an evaluation tool/framework which will then inform service development and delivery • Enhance participant feedback processes • Develop a register of invitations (to partner or work collaboratively) • Conduct Stakeholder survey (every 1-2 years) • Presentations at conferences by staff 	<ul style="list-style-type: none"> • Evaluation framework • Continuous improvement framework • Demonstrated evidence based best practice • Consumer/carer outcomes and feedback • Number of invitations to partner with other organisations • Excellent Reputation • Number of conference presentations

	<ul style="list-style-type: none"> • Nominate for awards 	<ul style="list-style-type: none"> • Number of awards received
3. Stakeholder and Communication Management	<ul style="list-style-type: none"> • Develop a stakeholder and communication management strategy • Ensure appropriate representation on relevant Boards and committees • Maintain and review the Website to ensure relevance, accessibility and utility • Access opportunities for training for Board members and Senior Management with a focus on representation roles and working with the media • Develop a database of formal and informal partnerships 	<ul style="list-style-type: none"> • Promotion/marketing plan • Stakeholder & communication management plan • Number of invitations to participate as a member of Boards, committees and working groups • Website feedback; number of hits • Number of times the organisation is asked to give comment on policy • Database of partnerships
4. Workforce	<ul style="list-style-type: none"> • Identify core competencies • Further develop the professional development plan • Ensure HR policies are in place and adhered to • Develop a skill development plan for the Board • Develop succession plans for key roles • Conduct a Climate survey 	<ul style="list-style-type: none"> • Skilled and competent workforce • Training calendar • Staff participate in career development, appraisal and supervision processes • Skilled Board members • Specialist roles • Climate survey • Positive culture