

## Strategic Plan 2025 - 2030



## The Curijo Purpose

*Empower Aboriginal peoples to achieve self-determination, equity and prosperity through strong connections, culturally grounded leadership, truth-telling and transformative education, honouring our shared past and shaping an inclusive, just and sustainable future for all.*

## The Curijo Vision

*Curijo is a proud Aboriginal-led business committed to justice, empowerment, and transformative impact. Known for inspiring systemic change and strengthening cultural identity, Curijo delivers meaningful outcomes at grassroots, local, national, and international levels.*

*Trusted and respected, we uphold excellence through culturally grounded leadership, truth-telling, and the amplified voices of Aboriginal women and communities driving change across all sectors and areas of expertise.*



## **PRIORITY AREA 1 - ORGANISATIONAL GROWTH AND SUSTAINABILITY**

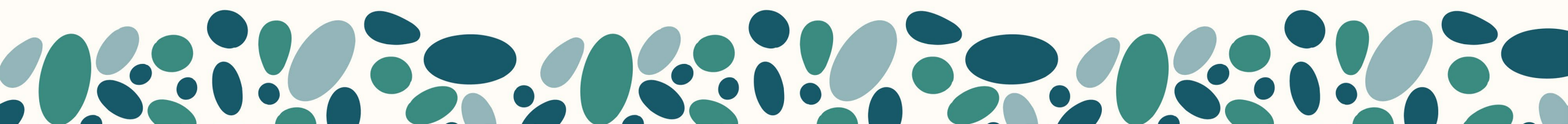
**Strategic Direction:** Drive Curijo's organisational growth and sustainability through diversified income streams, digital innovation, and operational excellence.

## **PRIORITY AREA 2 - CULTURAL INTEGRITY AND COMMUNITY IMPACT**

**Strategic Direction:** Enhance Curijo's cultural foundations through growing national and global community impact and demonstrating leadership in Indigenous Data Sovereignty and governance.

## **PRIORITY AREA 3 - LEARNING CAPABILITY AND LEADERSHIP**

**Strategic Direction:** Ensure the next generation of leadership develops, and staff continue to grow into a thriving, capable workforce through ensuring wellbeing, culturally safe practice and succession planning are embedded within Curijo.

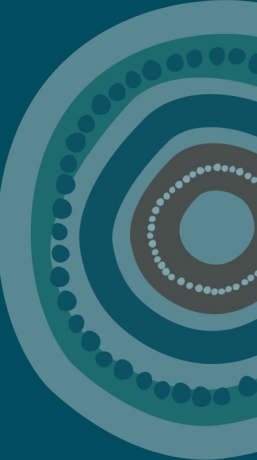




## PRIORITY AREA 1: ORGANISATIONAL GROWTH AND SUSTAINABILITY

**Strategic Direction:** *Drive Curijo's organisational growth and sustainability through diversified income streams, digital innovation, and operational excellence.*

### **Strategic Objective:**


- Grow private sector clients, aiming to reduce financial dependence on government procurement.
  - Expand Learning and Development Capability through developing and sustaining a digital learning platform.
  - Strengthen operational systems and processes to enable business growth and future sustainability through innovation and cultural alignment and capability.
  - Identify and deliver quality opportunities and services that exceed expectations, through optimal resource allocation within budget.
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## PRIORITY AREA 2: CULTURAL INTEGRITY AND COMMUNITY IMPACT

**Strategic Direction:** *Enhance Curijo's cultural foundations through growing national and global community impact and demonstrating leadership in Indigenous Data Sovereignty and governance.*

### **Strategic Objective:**

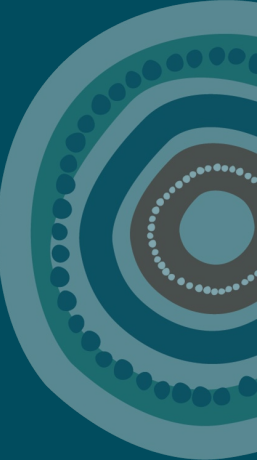
- Embed cultural integrity, truth-telling, and cultural humility across all operations through adherence to frameworks, policies and the principles of UNDRIP and the national Closing the Gap framework.
  - Support launch and growth of Ginhar Miya Limited to expand social impact.
  - Lead national advocacy for Indigenous Data Sovereignty, governance and ethical project delivery.
  - Strengthen systems change through co-design leadership initiatives to advance self-determination and systemic change.
  - Develop and maintain connections to community and hear their voices thereby ensuring authentic two-way learning is respected at all levels.
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## PRIORITY AREA 3: LEARNING CAPABILITY AND LEADERSHIP

**Strategic Direction:** *Ensure the next generation of leadership develops, and staff continue to grow into a thriving, capable workforce through ensuring wellbeing, culturally safe practice and succession planning are embedded within Curijo.*

### **Strategic Objective:**

- Develop our workforce and leadership capabilities, through succession planning.
  - Develop employee capabilities related to their role; (digital innovation, project management, cultural safety and adaptive leadership) ensuring connection between employees' development and Curijo's strategic vision and values.
  - Provide opportunities for staff to participate in relevant learning through training and reflective practice.
  - Strengthen staff wellbeing strategies to support the current and future workplace environment.
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Strategic Objective	Strategic Measure	25/26 \$ % #	26/27 \$ % #	27/28 \$ % #	28/29 \$ % #	29/30 \$ % #
Organisational Growth and Sustainability						
Grow private sector clients, aiming to reduce financial dependence on government procurement.	# of private sector clients developed	#5	#5	#5	#5	#5
Expand Learning and Development Capability through developing and sustaining a digital learning platform.	# courses developed / courses completed and available through eLearning platform	#5	#10	#2	#2	#3
	# courses effectively marketed with customer uptake	#15	#30	#45	#60	#75
Strengthen operational systems and processes to enable business growth and future sustainability through innovation and cultural alignment and capability.	# of operational systems / processes strengthened	#3	#3	#3	#3	#3
	# of new service offerings	#3	#3	#3	#3	#3
Identify and deliver quality opportunities and services that exceed expectations, through optimal resource allocation within budget.	# of new clients engaged	#8	#8	#8	#8	#8
	% clients satisfied with project quality	95%	95%	95%	95%	95%
	% of projects that met budget	99%	99%	99%	99%	99%
Cultural Integrity and Community Impact						
Embed cultural integrity, truth-telling, and cultural humility across all operations through adherence to frameworks, policies and the principles of UNDRIP and the national Closing the Gap framework.	% of frameworks / policies reviewed for cultural alignment	50%	50%	10%	10%	10%
Support launch and growth of Ginhar Miya Limited to expand social impact.	\$ funds donated for administrative support and social impact	\$30K	\$30K	\$30K	\$30K	\$30K
Lead national advocacy for Indigenous Data Sovereignty, governance and ethical project delivery.	% of projects completed underpinned by Indigenous Data Sovereignty principles	100%	100%	100%	100%	100%
Strengthen systems change through co-design leadership initiatives to advance self-determination and systemic change.	# of systems change projects and co-designed leadership initiatives	#6	#6	#6	#6	#6
Develop and maintain connections to community and hear their voices thereby ensuring authentic two-way learning is respected at all levels.	# of new community relationships developed	#10	#12	#14	#16	#18
Learning Capability and Leadership						
Develop our workforce and leadership capabilities, through succession planning.	# of roles with succession plans	#2	#2	#2	#2	#2
Develop employee capabilities related to their role; (digital innovation, project management, cultural safety and adaptive leadership) ensuring connection between employees' development and Curijo's strategic vision and values.	% of employees meeting role requirements to a satisfactory standard	90%	90%	90%	90%	90%
Provide opportunities for staff to participate in relevant learning through training and reflective practice.	# of training / reflective practice sessions undertaken	#10	#10	#10	#10	#10
Strengthen staff wellbeing strategies to support the current and future workplace environment.	% of reduction in workplace concerns raised to management	90%	90%	90%	90%	90%
	% of staff undertaking wellbeing surveys	100%	100%	100%	100%	100%



## Our Values

## Our Behaviours

## Our Rituals



### Culture

*for leading and sharing  
in all we do*

### Courage

*to challenge, learn and  
grow*

### Creativity

*to innovate now and in  
the future*

### Connection

*to our purpose, people  
and communities*

We embed respect dignity, embrace our vulnerability, value diversity, share and learn collectively and are authentic in all we do.

We self-reflect for growth, support truth-telling and empower for two-way learning.

We innovate for opportunity, leading and promoting Aboriginal and western ways for success, are solutions focused for positive outcomes and have a continuous growth mindset.

We are the Curijo team for impact, build trust for genuine relationships, value all contributions and collaborate and share.

- Inclusion of staff in the Curijo journey to meet company purpose
- All participate in Cultural Learning Journey training
- Employment opportunity for all
- Pro-bono / Sponsorship Program
- Marketing Activities
- Opportunities for staff connection to culture

- Opportunity to be involved in varied projects
- Individual and project reflection sessions
- Annual All Staff Retreat
- Annual Leadership Retreat for connection and planning
- Staff training opportunities – internal and external
- Evaluation and Feedback loops / survey
- Quality Assurance Processes
- Career Development Meetings
- Performance Framework

- Performance Framework
- Evaluation and Feedback loops / survey
- Invite sharing of ideas for processes and projects
- Invite ideas for new service offerings
- Informal mentoring sessions
- Quality Assurance Processes

- Staff and project meetings
- Annual All Staff Retreat for connection and planning
- Open door policy for debriefing
- Connections opportunities
- Induction and Onboarding Process
- Mentoring opportunities
- Marketing Activities
- Memorandum of Understanding with key associates