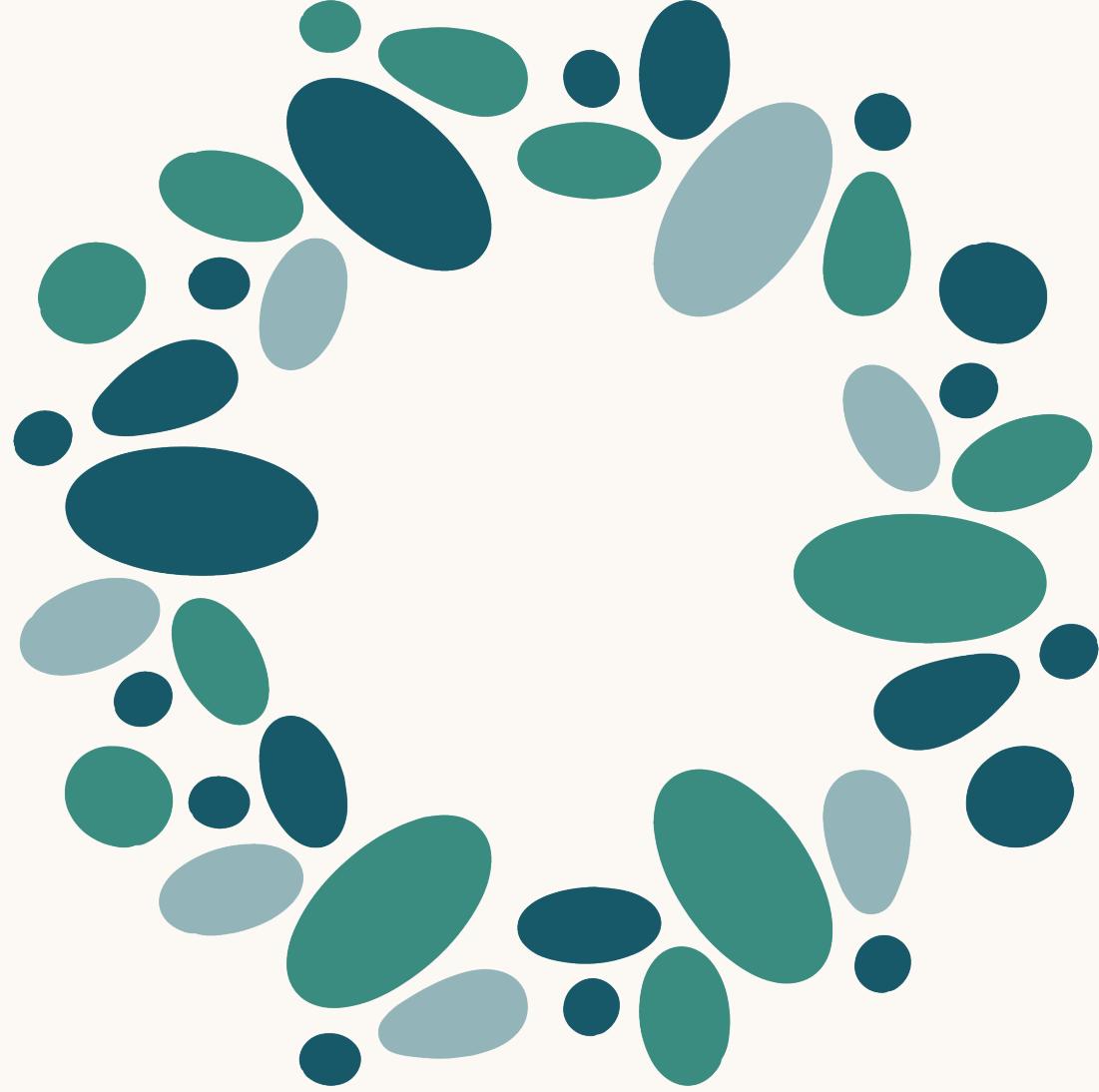


Strategic Plan 2025 - 2030



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.



PRIORITY AREA 2: CULTURAL INTEGRITY AND COMMUNITY IMPACT

Strategic Direction: *Enhance Curiyo'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 Ginharr 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.

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.

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

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



Our Behaviours

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

Our Rituals

- 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

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.

- 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

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

- 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