

Strategic Plan 2022 – 2026

“Possibilities realised through innovation”

Our Organisation

Blairlogie Living & Learning is a non-profit community organisation that has been supporting people with a disability since 1987.

The organisation was born from the hard work and dedication of a group of parents who worked tirelessly to establish Blairlogie and to create a facility that their children would go to upon completion of their formal education that included a combination of indoor and outdoor facilities to cater for a more flexible and adaptive program to meet all client needs.

Blairlogie is committed to supporting people to explore opportunities for learning, growth and community participation.

As part of our strategic plan we are excited to continue to grow the organisation for the future through new and improved facilities, continuous improvement of services and staying true to the values and foundations that Blairlogie was built upon.

Blairlogie is governed by a Board of Management comprising of parents and carers of people with a disability as well as business and community leaders.

Blairlogie seeks to lead the way in innovative service delivery and being regarded as an organisation that actively seeks out new opportunities. Blairlogie is bold and courageous in its decision making and this is evidenced by the organisations diverse range of service offerings.

The Leadership team of the organisation represent a passion and a dedication that is a unique feature of Blairlogie.

The development and growth of our organisation is always lead by our customers and what they want from us.

Here are some testimonials from families and carers of people supported by Blairlogie:

“A capable, caring organisation that does what it promises with a focus on our clients”

“The inclusiveness, the variety of community access and the variety of programs available both on and off site”

“Blairlogie has a ‘can do’ attitude. All staff are always happy and enthusiastic and management has never knocked us back on anything we have asked”

Our Vision

“Blairlogie are leaders in providing innovative and flexible support services to people living with disability and their networks”

Our Mission

“We are committed to proactively enhancing personalised opportunities for learning, growth and community participation and advocating for our clients and their support networks”

Our Values

Integrity

Honesty, reliability and professionalism underpins our dealings with each other and all our stakeholders

Practices:

- Honesty about what we can deliver;
- Follow through on what we commit to do;
- Commitment to meet the needs of each individual;
- Acknowledge **all** contributions.

Respect

Acceptance of individual differences contributes to us building relationships based on trust, safety and wellbeing

Practices:

- Foster diversity and inclusion;
- Value each individual and their needs;
- Demonstrate cultural sensitivity and flexibility;
- Promote individual choice and control;
- Advocate the right of every individual to grow and learn.

Engagement

Effective engagement with our stakeholders contributes to connection with “community”

Practices:

- Recognise the importance of “community”;
- Create and strengthen our ties with the communities within which we work;
- Listen to and actively engage with our stakeholders;
- Actively seek partnerships with organisations and community groups that share our values.

Innovation

Innovation creates opportunities for outcomes to be realised for individuals and all aspects of our organisation

Practices:

- Anything is possible
- All ideas and contributions are taken into consideration;
- We create opportunities to explore new options without constraint;
- There is a commitment to learn from our past experiences;
- There is time given to collaborate with relevant stakeholders to generate ideas.

Key Strategic Areas 2022 – 2026

Strategic Area	Outcome Statement
1. Communication	<i>We continuously review and improve our communications and engagement processes to strengthen the links across Blairlogie and our community</i>
2. Values Driven Culture	<i>Through leadership we develop and support our staff.</i>
3. Financial Growth and Partnerships	<i>We are financially robust through diverse service offerings and actively seek out partnerships and opportunities for the improvement of the organisation and its clients.</i>
4. Exceeding Customer Expectations	<i>We are accountable to our customers to continually review our supports and services and implement improvements to exceed their expectations.</i>
5. Infrastructure and Facilities	<i>We are providing the infrastructure and facilities to maximise positive outcomes for our staff and clients</i>
6. Workforce	<i>Blairlogie has a documented workforce strategy that identifies and responds to the current and future needs of the organisation.</i>
<p>Key Strategic Areas will be prioritized according to both internal and external conditions impacting our organisation. With every interaction we aim to exceed customer expectations. Our approach to decision making will always be underpinned by the concepts of future focus, innovation and a growth mindset.</p>	