



Lirata's Strategic Plan 2022-27



Our vision

A socially just world in which power, resources and opportunities are shared equitably, all people are fully valued and included, and people live sustainably and free from violence, abuse and exploitation.



Our purpose

Lirata is a social justice multiplier. Through consulting and capacity building, we strengthen the ability of organisations with a charitable or social purpose to achieve socially just outcomes for communities.



Our values

- Integrity
- Learning
- Community & collaboration
- Positive effective change

Our strategic priorities

1

Financial sustainability

We will strengthen our financial models, systems and income streams to ensure Lirata's financial sustainability and financial resilience

- Objectives:
- 1.1 Develop and implement a sustainable pricing and quoting model for our consultancy services
 - 1.2 Strengthen our financial management system, including risk management and budgeting
 - 1.3 Implement a corporate fundraising program

2

Staff sustainability & workforce development

We will strengthen our structure, processes and team to ensure a sustainable workforce capable of leading Lirata's growth into the future

- Objectives:
- 2.1 Revise our staffing structure to meet the future needs of our organisation
 - 2.2 Improve our systems for planning, allocation and monitoring of workload
 - 2.3 Strengthen our systems and processes for staff learning and development
 - 2.4 Maximise staff wellbeing, personal role sustainability and staff retention

3

Social justice consulting & capacity building

We will consolidate the core strengths of Lirata's current consulting and capacity building social enterprise, to assist our partner organisations to achieve social justice goals

- Objectives:
- 3.1 Identify and consolidate our key areas of strength in consultancy and capacity building, building an optimal portfolio of social justice projects
 - 3.2 Expand and deliver consultancy services in our key strength areas to social purpose organisations, to enable the achievement of social justice outcomes
 - 3.3 Expand and deliver training and mentoring programs to build the capability of people working towards social justice

4

New directions

We will pursue new, diversified opportunities for growth and development that will strengthen our capacity to achieve social justice outcomes

- Objectives:
- 4.1 Develop a corporate consulting arm to generate revenues that can support low bono/pro bono consultancy to social purpose organisations
 - 4.2 Revise our organisational structure to better manage our charitable activities and future corporate consultancy activities
 - 4.3 Contribute to positive social and environmental outcomes in relation to climate change

