

**Imperial College Union
Board of Trustees / 24 February 2021**

Strategic Plan Consultation

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Strategic Plan Steering Group

Purpose: To update Board on progress regarding the development of our new Strategic Plan, and to set out the task regarding a second consultation on Section E: Our Values.

1. Context

The Strategic Plan Steering Group has continued to meet and progress the development of our new strategy. A summary of key progress against each section is provided below. We are on track for approval at our April meeting of Board (one month delay).

Section	Status
B: Our Challenges	Well defined with broad agreement
C: Mission Statement	Well defined, requires consultation on language with student leaders
C: Theory of Change	Well defined with broad agreement
D: Our Aims	Themes are well defined; detail now requires consultation with student leaders
E: Our Values	Major consultation complete; further discussion and refining by Board is now required
F: Our Enablers	Well defined with broad agreement
G: Our KPIs	To be developed

2. Section E: Our Values

We have now undertaken a number of values workshops with trustees, staff and student leaders, and have discussed the results briefly at the latest meeting of the Steering Group. There has been a substantial amount of consensus over the key concepts that all groups would like to see reflected within the Union:

- i. Integrity
- ii. Inclusivity
- iii. Accountability
- iv. Democratic
- v. Ambitious
- vi. Collaborative

In this hour session (40 minute to discuss / 20 minutes to feedback) we intend to break into four groups:

Group	Members	Values to Discuss
1	Abhijay* Kelvin Chris Phil	Integrity Inclusivity Collaborative
2	Shervin* Alex Stephen Dot	Inclusivity Accountability Integrity

3	Ross* Milia Jill	Accountability Democratic Inclusivity
4	Sam* Lloyd Kate Graham	Democratic Ambitious Accountability

Questions to Consider

For each of the proposed values, we would like to pose three key questions:

- i. Is there a better way of describing this value (i.e., a better synonym)?
- ii. Why is this value important for the Union? A written definition.
- iii. What types or examples of behaviour (on a day-to-day basis) do you think this value reflects?
Written definitions.

In addition to this, the Steering Group would like to know your views on a fourth question:

- iv. Can we merge 'accountability' with 'integrity'?