



Strategic Plan 2026 - 2030

Plain English Guide

This document explains Aspect's Strategic Plan for the years 2026 to 2030.

What to expect in this guide

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Help with this document

If you want help reading or understanding this document, you can:

- Ask someone you trust to help you.
- Contact Aspect for help. Our contact details are on the last page.

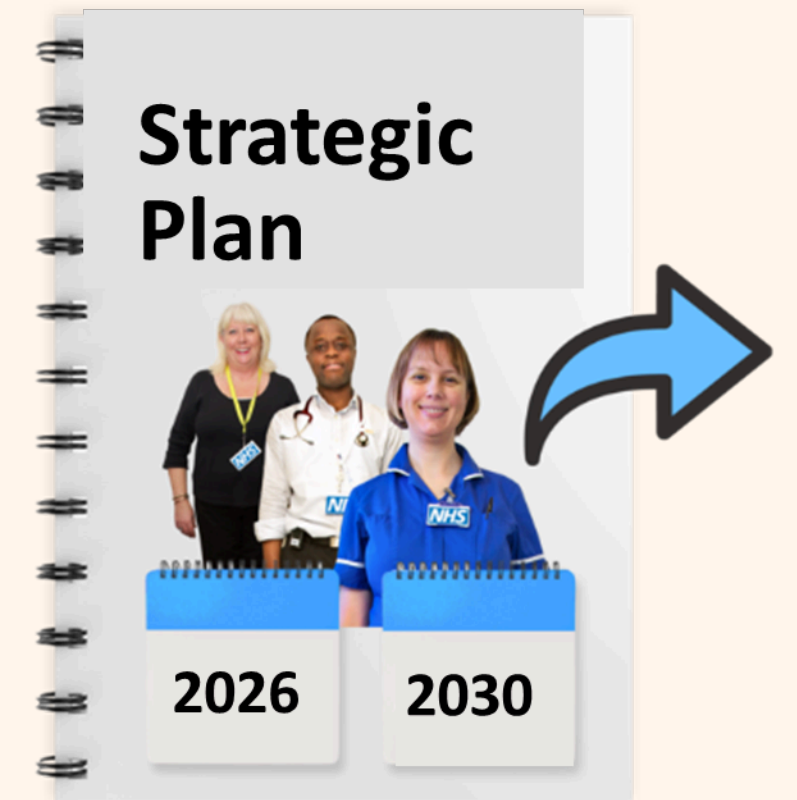


What is a strategic plan?

A strategic plan is a clear, simple plan that helps an organisation decide:

1. Where it wants to go
2. What it wants to achieve
3. How it's going to get there

A strategic plan is like a big-picture guide. It sets the long-term direction, the goals, and the steps needed to reach those goals. It helps everyone understand what matters most so people aren't going in different directions.



Why is it important?

A strategic plan helps people understand:

1. Why we exist
2. What our goals are
3. What matters most to us
4. What changes we want to make

A strategic plan is important because it helps an organisation stay focused, organised, and moving in the right direction.



About our strategic plan

Our strategic plan includes:

1. A vision
2. Values
3. Four strategic pillars
4. Five areas of support

We will explain each of these things on the next pages.

Our vision

Our vision describes the future we want to help create.

A vision is a clear picture of the future that shows what we are working towards.



Our vision:

"Together, we're creating a world where Autistic people are seen and valued, and have access to the right support to live, learn, work and play."

What it means

Our vision means we want Autistic people to:

1. Be respected
2. Be valued
3. Be understood
4. Receive the support they need

Why it's important:

Because it gives a clear picture of the future an organisation is working toward and guides everyone's decisions and direction.



Our values

Our values define who we are.

Values are important things that help us know how to act and what to do.

They shape how we work with each other, with the people we support and with the broader community.



Our values are called THRIVE

THRIVE reflects what we want for everyone.

For

- Autistic people
- their families
- our staff



It's about growing, achieving, and connecting.

Our strategic pillars

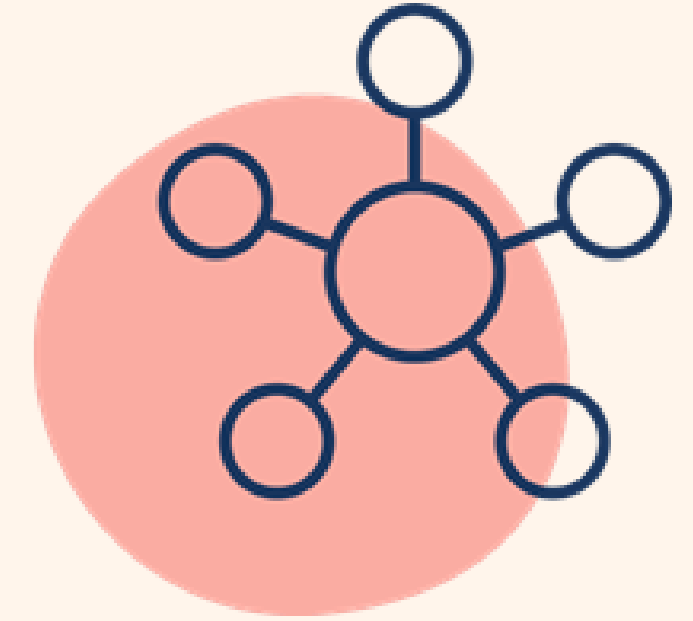
Strategic pillars are the big, important things an organisation wants to achieve in the future.

They give clear direction about what the organisation should focus on and help everyone understand what they are working toward.

We have 4 strategic pillars. They are:



Goal 1: Influence



Make big, important improvements to the rules and systems that affect people.

Influence means being a trusted voice that helps shape autism policy in Australia.

We will do this by:

- Doing good research
- Having strong partnerships
- Listening to the lived experience of Autistic people

Our goal is to make long-lasting improvements in education, jobs, and community life so Autistic people can thrive.

Goal 2: Access

Improve access and help people participate.

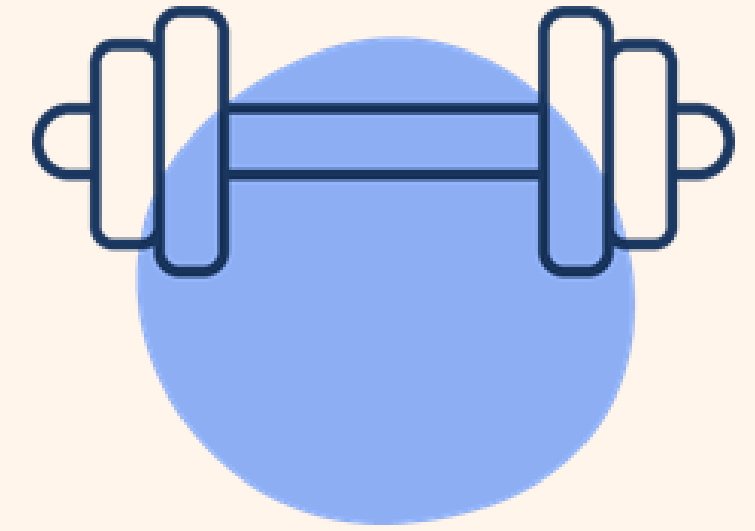
We want to provide accessible supports for Autistic people.

We will do this by:

- Using technology to reach people wherever they are across Australia
- Growing Aspect's innovative education
- Continuing to improve our autism supports as peoples' needs change over time.



Goal 3: Strength



Build an organisation that is strong and ready for the future.

We will invest in new skills and opportunities that help us improve, innovate, and grow so we can stay strong for the long term.

We will do this by:

- Using digital systems and good to guide our decisions
- Continuing to build an inclusive, safe and motivated workforce that is ready for the future

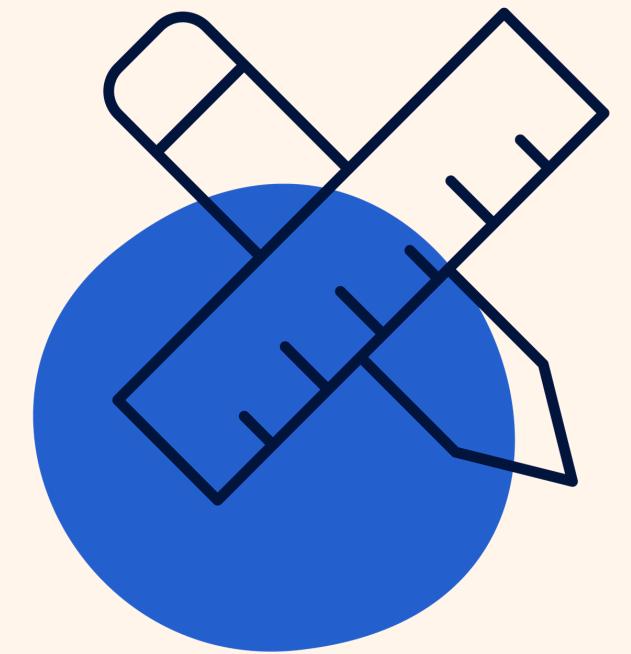
Goal 4: Impact

Measure what matters to maximise impact.

We will show clearly how our services make a real difference.

We will do this by:

- Sharing strong, meaningful stories about the positive impact on Autistic people and their communities.
- Using what we learn from our impact and evaluations to keep improving our services so they make the greatest difference possible.

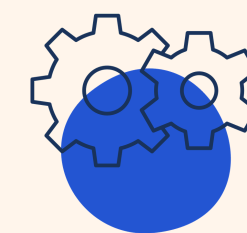
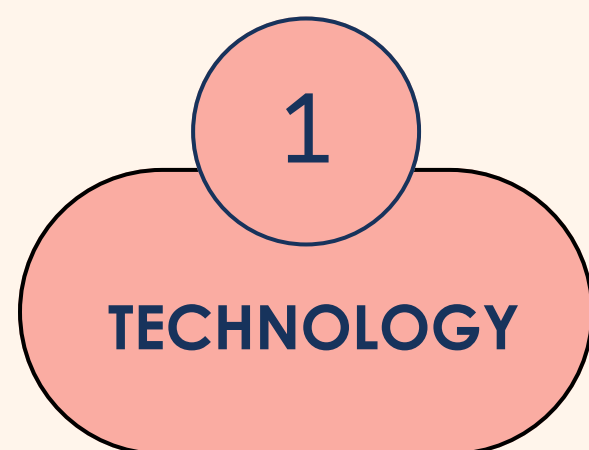


5 areas of Support

Helping us stay strong and organised.

These are things that help our strategic plan happen.

The 5 areas are:



Area 1: Technology

Using the right tools to make our work easier.



We will do this by:

- using computers, tablets, phones, apps, and online systems that help us communicate, learn, and work better.
- having connected systems that share information safely, reduce paperwork, and help us make good decisions.

Area 2: People

Building a skilled, confident and inclusive workforce.

When people feel supported and skilled, they can provide better services for Autistic people and their families.

We will support our employees to:

- Feel included, valued, and confident at work.
- help them learn the skills they need to do their jobs well, including training and opportunities to grow.



Area 3: Risk and Governance

Being safe, responsible and well organised.

Risk and governance means keeping people safe and making sure the organisation is run properly.



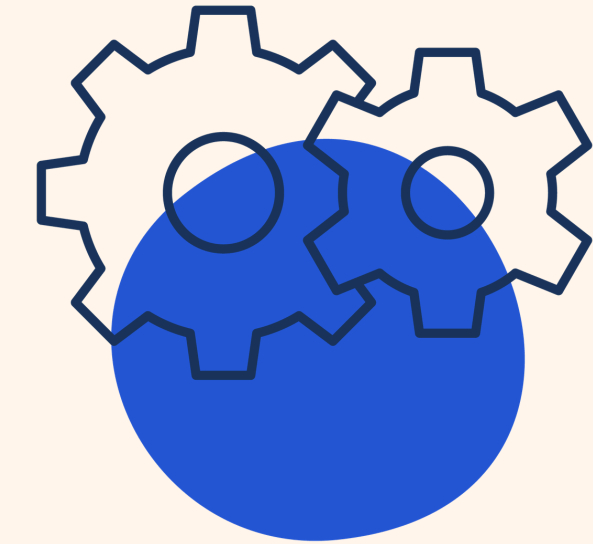
It includes:

- Understanding what could go wrong and planning to prevent harm
- Having clear rules and processes so everyone knows what to do
- Making good, careful decisions
- Checking that we meet laws, standards, and responsibilities

Area 4: Strategic Partnerships

Joining forces to make a bigger difference.

Strategic partnerships mean working together with other organisations, groups, or communities to achieve shared goals.



It involves:

- Building strong relationships with partners who share similar aims
- Sharing knowledge, ideas, and resources so we can do more together
- Creating better outcomes than we could achieve on our own
- Working in ways that support Autistic people and strengthen our impact

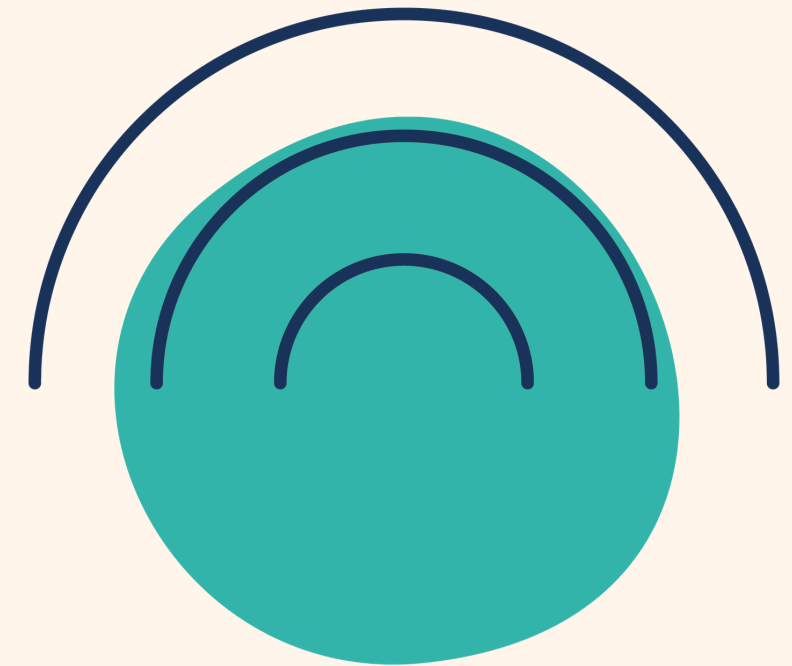
Area 5: Brand

Helping people know and trust us

Brand means showing clearly who we are and what we stand for.

We will do this by:

- Sharing our values so people understand what matters to us
- Making sure people recognise and trust Aspect
- Communicating clearly about our work and our purpose
- Building a strong reputation so people feel confident in our services



Contact Us

If you have any questions you can contact us:



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