



Strategic Refresh 2025



About our strategy update

The Institute for Health Transformation was established in 2018 to drive translational research in health systems that supports evidence-informed policy and practice change leading to improved patient experience, population health and health system sustainability.

This strategy update builds on our achievements since 2018, reflects consultation feedback and outlines the objectives we will strive for in pursuing our vision to enhance health and wellbeing for all.

Conceptual overview of our strategy



Our 2025 Strategic Plan on a page

Pillar	Cultivate excellence in collaborative, multidisciplinary research	Deliver impact that has a direct effect on the communities we serve	Build a strong and sustainable organisation	Create an environment where people thrive, and our workforce is resilient and adaptable	Nurture and develop high value partnerships
Strategic objectives	<ul style="list-style-type: none"> The Institute leads bold, high impact initiatives that seek solutions beyond traditional research and organisational boundaries. Participatory design and co-creation are embedded in our way of working. Our research impacts are aligned to the major health challenges. Build on our strengths and broad expertise in multidisciplinary research. 	<ul style="list-style-type: none"> The Institute is a leader in research translation and implementation science. The impact of our research is communicated in accessible and innovative ways. Our research informs policy and practice nationally and internationally. The integration of research and teaching leads to evidence informed workforce skills development. The Institute is an authoritative voice and trusted source of knowledge on key issues affecting health outcomes. 	<ul style="list-style-type: none"> Executive and Board Leadership skills and competencies are aligned to strategy. Strong internal funding is maintained through demonstratable value of investment. External funding is received from an expanding and diverse range of sources. The Institute is resilient, adaptable, and responsive to challenges and opportunities within and beyond the health sector. Researchers have access to strong commercialisation pathways specifically for public health and health services research. 	<ul style="list-style-type: none"> The Institute is a leader in the promotion of equity and diversity across the membership. The Institute cultivates a highly committed and skilled leadership team and exemplary EMCR support and development. The Institute attracts the best talent that complements our existing skill base. Our values-based culture is evident in the way that we work with each and with our partners. 	<ul style="list-style-type: none"> The Institute creates high value research programs and projects by listening and responding to the needs of our partners. The Institute creates a strategic environment that supports and advances strategic partnerships. Our international networks increase the reach of our research impact. Collaborative partnerships drive increased research capability across the health workforce.
Actions	<ul style="list-style-type: none"> Provide a comprehensive support package to encourage major bids. Embrace new research technologies to drive innovation. Actively promote research that is aligned to the major health challenges. Provide access to training in participative design and co-creation. Foster broad and deep connections across the Institute and design mechanisms for promoting multidisciplinary research. Enhance pathways into the Institute for high performing PhD students. 	<ul style="list-style-type: none"> Support opportunities for representation of the Institute in key national, state-wide and local initiatives. Embed communications strategy into induction for new staff and communicate it internally each year. Develop an Impact Register to better understand, capture and utilise the impact of our research. Review and refresh communications strategy building on intelligence received from metrics to grow the Institute's profile internally and externally. Provide access to tools and resources to facilitate innovative knowledge exchange and implementation. 	<ul style="list-style-type: none"> Enhance reporting on key metrics to inform progress on strategic objectives. Support the development and implementation of the system improvements being led by the DVCR Office. Continue to develop marketing collateral aligned to the specific needs of philanthropic organisations. Support initiatives designed to strengthen commercialisation pathways, internal and external to Deakin. Review the expertise and skills required of all governance structures so they continue to align to strategy. 	<ul style="list-style-type: none"> Continue to foster vibrant and comprehensive EMCR network, development and support pathways. Identify strategic research positions to support skill gaps across the Institute. Continue strategic development of our professional education program combined with leadership opportunities appropriate to career stage. Continue to reinforce the Institute's values in communications and processes. 	<ul style="list-style-type: none"> Grow opportunities for jointly funded positions in partnership organisations, including PhD student, internship and exchange roles. Build partnership support into our research support roles including those roles currently supported by Deakin's Faculty of Health. Support the development of partnership management platforms being led by the Faculty and DVCR Office. Increase visibility and impact of our local and international partnerships.
Outcomes	<ul style="list-style-type: none"> Maintain the highest possible research rankings. Achieve the quality and volume of publications. Grow participation in and leadership of successful major research funding bids. Grow numbers of PhD student completions and independently funded research fellows. Increase Institute collaborations as measured by our Annual Members Survey. 	<ul style="list-style-type: none"> Our members and partners can clearly demonstrate our research impact. Our research influences policy and practice through our strong sectoral connections. Increasing number of our research products and services implemented at scale locally, nationally and internationally. Increased media presence by diverse members of the Institute. Increased requests for our researchers' expert input into addressing complex health challenges. Recognition as an exemplar of innovative research translation and communication. 	<ul style="list-style-type: none"> Achieve budget break even financial results. Achieve at or above sector levels of funding from key national health and medical research bodies Core Deakin and Institute KPIs are systematically collected and reported across the Institute. Increased income generated from philanthropic organisations. Increased commercialisation opportunities and income. 	<ul style="list-style-type: none"> Our Annual Members Survey demonstrates the perceived value of being part of the Institute. The Institute retains home-grown talent. The Institute attracts new talent. The diversity of our membership base is extended as measured in our Annual Survey. Increased participation in professional development opportunities for research development. 	<ul style="list-style-type: none"> Partnerships are strategically managed through better visibility and system support. Growth in number of jointly funded and industry positions. Growth in our partnership base internally, externally, locally, nationally, and internationally and the number of high-value partnerships is increased. Increased success of large-scale Cat 2-4 Projects.

What is our point of difference?

The Institute for Health Transformation:

- tackles complex health challenges by converging diverse perspectives and disciplines
- delivers impact for our local partners and the global context
- focuses on reducing inequality in health outcomes, including recognition of the importance of intersectionality
- nurtures deep and long-standing partnerships with multiple health and community services organisations
- embeds the principles of participatory design and co-creation to ensure our research aligns with the needs of our partners and consumers.

Our values

Our values reflect what we believe and guide our actions.

Collaborative

We believe relationships are foundational to our success and key to maximising the impact of our research.

Integrity

We are honest and open in our work and how we deal with others (aligned to the Deakin value of Ethical).

Equity

We recognise disparities exist and actively seek to improve health and wellbeing in those with greatest need.

Excellent (also Deakin value)

We strive for excellence in all aspects of our work.

Inclusive (also Deakin value)

We value diversity, embrace difference and seek to engage and welcome all.

Dynamic (also Deakin value)

We are innovative and entrepreneurial, solving problems with creativity and flexibility.

Contact us



+61 3 9244 5791



@IHT_Deakin



health-transformation@deakin.edu.au



<https://au.linkedin.com/company/institute-for-health-transformation>

