

STRATEGIC PLAN 2026-30

OUR VISION | All Queenslanders, all opportunities

OUR PURPOSE | Be a catalyst for stronger regions, economies and partnerships

STRATEGIC OBJECTIVES	KEY PERFORMANCE INDICATORS	STRATEGIES
1. BUSINESS READY Making it easier and attractive to grow business in Queensland	- Improved timeframes for tenure assessment - Improved timeframes for progressing land applications	- Improve the transparency and regulatory certainty of land and mining-related application processes and streamline timeframes to complete assessments - Deliver investment attraction and funding activities focussed on promoting Queensland companies to help industries adapt, grow and build resilience, including in regional and rural communities - Partner with Queensland's vital existing and emerging industries through our Queensland Manufacturing Hubs to grow manufacturing for our state - Drive efficiencies and improvements through our data, processes, technology and systems.
2. STRONG REGIONS Enabling our industries, stakeholders and customers to build resilient and thriving regional communities	- Increased opportunities in regional and rural communities and manufacturing businesses through department support - Increased data availability and use for our customers and stakeholders	- Drive economic diversification in our regions and partner with emerging and established industries to enhance competitiveness - Partner with regional and rural communities and industry to deliver place-based opportunities and solutions - Drive economic and social outcomes across our industries and communities through programs the department leads, supports and oversees.
3. STRATEGIC RELATIONSHIPS Partnering to influence and improve outcomes	- Increased regional collaboration through forums, events and other engagement activities with regional Queenslanders - Increased number of projects or initiatives co-developed with partners	- Elevate regional voices and facilitate place-based solutions to strengthen Queensland's long-term prosperity - Connect regional Queensland with government initiatives and services - Drive whole-of-government mining, manufacturing and land priorities and partner with stakeholders to design and deliver initiatives - Work towards the objectives of the Closing the Gap national agreement and ensure our ways of working recognise Aboriginal and Torres Strait Islander connection to land, family, community and culture.
4. MOVING FORWARD Acting with courage, owning the result and raising the bar	- Maintain a high overall employee satisfaction result in the Working for Queensland survey through aggregated results for: Leadership, Safety and wellbeing, Performance, Innovation and Inclusion - Improved customer satisfaction with the department's service delivery	- Be an employer of choice through an inclusive, empowered workplace that celebrates successes and values innovation - Grow united leaders, and engaged and capable people - Prioritise the safety and wellbeing of our people - Apply our knowledge and experience to challenge the status quo.

Our strategic objectives support the government's **objectives for the community** by contributing to:

- A better lifestyle through a stronger economy
- A plan for Queensland's future



In everything we do and decide, we respect, protect and promote human rights in our workplace and work for enduring cultural change in the Queensland public sector and self-determination for First Nations peoples.

OUR
GUIDING
PRINCIPLES

PEOPLE FIRST



We cultivate an inclusive environment where we prioritise our people's wellbeing, safety and development

RESPECTFUL



We value diversity, enable careers, and look out for one another. We consider the voices of all, especially our First Nations peoples

COLLABORATIVE



We value working in partnership with each other, our stakeholders and other departments to create great outcomes

INNOVATIVE



We are curious and continually challenge ourselves to learn and explore new ideas, diverse perspectives and ways of working

PROACTIVE



We take a forward-thinking approach to our decisions and actions to deliver for our customers and regions

COURAGEOUS



We take initiative, make the tough calls and are accountable for our outcomes

Our challenges and how we will manage them:

- Responding to geopolitical challenges by driving growth and investment through regulatory and policy changes that consider changing global and market trends
- Understanding business and community challenges facing the state and collaborating on innovative and pragmatic solutions to support economic growth
- Making effective and risk-based investment decisions to drive innovation, modernisation and maximise the benefit to regions and the wider state
- Ensuring our workforce is future ready by supporting our people to embrace change and be courageous
- Continuing to develop purposeful relationships with our strategic partners and stakeholders through meaningful engagement interactions.

We will embrace our opportunities by:

- Engaging with the community to improve economic and social outcomes for regional communities
- Promoting the state to draw in future investment, innovation and grow businesses
- Embracing technology, continuous improvement and sustainable practices to deliver our services more efficiently and effectively
- Continuing to develop authentic strategic partnerships that create long-term benefits for the state
- Creating a culture of excellence that attracts professional expertise, retains talent and prioritises staff wellbeing.

