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## Operational Enablement



## Strategic Aims & Objectives

LIDA's vision is to be academically led, but operationally enabled to be interdisciplinary, diverse and inclusive, with a positive working culture that is financially and environmentally sustainable.

LIDA understands the importance of operational enablement in effectively executing its academic data science and AI strategy. By fostering a collaborative and digitally supported on-campus and hybrid environment, nurturing partnerships with academic, industry and government entities and streamlining administrative processes, LIDA aims to create a supportive data science and AI environment that encourages innovation and knowledge exchange.

LIDA's 5 year strategy supports additional investment in our people, academic communities, platforms and processes whilst also achieving a balanced budget in 2029.



## Strategic Aims & Objectives

Strategic Aims	Short term objectives (1 year)	Medium term objectives (2-3 years)	Long term objectives (4-5 years)
<p><b>1. Developing, supporting &amp; retaining a diverse and inclusive professional services staff community</b></p>	<p><b>A)</b> Ensuring that LIDA staff engagement and the effective, transparent and mutual flow of information and ideas throughout the team, is at the centre of our culture.</p> <p><b>B)</b> Ensuring all staff have at least 20% of their time allocated to training and development in their role, supported by an appropriate training budget and access to opportunities.</p>	<p><b>C)</b> Professional data scientist and Technical Staff career development is supported through the provision of clear University career pathways, development and training and opportunities for career progression.</p> <p><b>D)</b> Mapping and regularly reviewing EDI data and creating a forum for sharing expertise that will underpin and promote equity, diversity and inclusion in LIDA's Team and its Data Science and AI communities.</p>	<p><b>E)</b> LIDA develops, grows and retains a diverse workforce with a wide skills mix in both academic, technical business and managerial data science and AI specialisms.</p>
<p><b>2. LIDA's facilities provide a best-in-class collaborative work environment</b></p>	<p><b>A)</b> Develop the LIDA environment business management support capability to enhance the working environment and research and student experience.</p> <p><b>B)</b> Enhance provision of highly secure, restricted working environments, through the SafePod network and open plan Safe Space to ensure the appropriate balance between data security and wellbeing .</p>	<p><b>C)</b> Optimise the access to physical space that meets all of LIDA's communities' requirements, by developing an appropriate blend of independent, shared and collaborative work spaces supported by easy-to-use booking technology.</p>	<p><b>D)</b> Provide new digital technologies, environments and resources in LIDA that will encourage and enhance on-campus work, remote/hybrid collaborative research capabilities and student learning and training experience.</p>

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Strategic Aims	Short term objectives (1 year)	Medium term objectives (2-3 years)	Long term objectives (4-5 years)
<p><b>3. LIDA is a trusted international collaborator</b></p>	<p><b>A)</b> LIDA has a sector leading reputation, internally and externally, for the operational delivery and security (ISO 27001 and DSPT) of its data science and AI IT infrastructure and data.</p>	<p><b>B)</b> Implement a LIDA data science communications and engagement strategy across all LIDA portfolios that builds a clear brand, academic network and public and business partnership model, that fosters a sense of belonging amongst staff and all of our communities and generates strong partnerships with external partners.</p>	<p><b>C)</b> In partnership with RIS, embed new interdisciplinary and collaborative external partnerships that support LIDA's academic goals resulting in new and diverse areas of income generating data science and AI research activity.</p>
<p><b>4. LIDA is adaptive, effective and financially and environmentally sustainable</b></p>	<p><b>A)</b> LIDA has access to insightful and integrated management information across academic (KRISTAL, SIMPLECTIC, IRIS), finance, IT and KPI performance to inform decision making.</p>	<p><b>B)</b> Continuous improvement of transparent and accountable governance structures, particularly in relation to EDI, for both LIDA and its Communities, making the LIDA Executive responsible for achieving change.</p>	<p><b>C)</b> LIDA invests its annual surplus, whilst maintaining a balanced budget, over the period of the 5 year IPE in strategic priorities identified by Faculties and the LIDA Community.</p>