

## VISION

**“Working towards the equitable, efficient and sustainable use of the water, land and other environmental resources of the Queensland Murray-Darling Basin.”**

### GOALS

1. Good management of our natural resources for **long-term sustainability** and economic and social wellbeing
2. **Strong community\* involvement** in and ownership of natural resource management
3. An **effective, efficient and economically viable organisation**
4. **Strong working relationships** with key stakeholders
5. QMDC recognised as a **best practice NRM organisation**

### VALUES

In reaching our vision, we will base our decisions on:

- **Integrity** – We deal with each other, our customers and stakeholders on the basis of trust and understanding for differing views and interests. We try to find solutions that best reconcile diverse interests and provide optimum value to our stakeholders.
- **Success** – We involve our people in the success of our Committee. We value initiative, cooperation, innovation, communication and flexibility in our work and the quality of life within our organisation.
- **Excellence** – We perform our tasks and produce our outputs to the best of our ability, with optimum utilisation of resources and with a focus on continuously improving quality, productivity and professional development.
- **Honesty** – We serve the community and therefore have a responsibility to ensure that their environmental needs are met and that the available resources are utilised most effectively. We also have a responsibility to report the outcomes to our major funding providers in an honest and timely manner.
- **Respect** – We consult, understand and respect our stakeholders and their input into the planning and implementation process.

#### G1. Long-term sustainability

##### Strategies

1. Implement the regional natural resource management plan
2. Manage natural resources on the basis of best available science and local and cultural knowledge
3. Balance economic, social and environmental factors
4. Continue to improve the Regional NRM Plan with science and involvement

Our success will be measured by:

- Rate and nature of progress against resource condition and management action targets with a range of investments reported in annual report
- Progress toward the management of the organizations knowledge
- Establishing minimum staff requirements for delivery of extension activities
- Assessing the relevance and level of use by clients of information that QMDC produces
- Producing database of people, demographics, and their involvement in QMDC activities
- Decision-making processes that account of economic and social factors
- Reports to document evidence of economic and social considerations

#### G2. Strong community involvement

##### Strategies

1. Build the capacity of the people of the QMDB to understand and respond to natural resource management issues
2. Develop responsive community engagement processes
3. Increase community involvement in the QMDC
4. Engage the whole community at the appropriate levels
5. Implement and maintain a comprehensive communications strategy
6. Maintain productive partnerships with key sectors e.g. government agencies, local government, Landcare groups, Indigenous peoples, peak bodies, industries, scientific research organizations
7. Advocate community-based natural resource management as a long-term proposition with government

Our success will be measured by:

- The results of repeating the 2004 Bureau of Resource Sciences survey
- Level, capacity, and type of participation in a range of NRM activities across the region
- Partner perceptions regarding ‘ease of doing business’ with QMDC (Aust. Business Excellence Framework Organisational Review)
- Level of on-going support for community-based natural resource management (maintenance of the participation in Sub Catchment Groups and other key Community Groups)

#### G3. Effective, efficient organisation

##### Strategies

1. Establish business development (including financial goals) and marketing strategies
2. Function as an NRM business with several portfolios of activities, including community service and commercial initiatives
3. Continue to maintain an appropriate business structure and associated arrangements
4. Continue to develop strategies for the efficient and effective functioning of the Executive and Committee

Our success will be measured by:

- Agreed Business Plan across a diversified portfolio of QMDC activities, including revenue target, structure and key partnerships completed and being implemented by December 2009.
- Undertake Australian Business Excellence Framework review and implement priority recommendations in 2010
- Succession Plan in place for QMDC Executive Committee by June 2009

#### G4. Strong working relationships

##### Strategies

1. Liaise with Condamine Alliance and SW NRM on NRM arrangements in the QMDB
2. Maintain active and effective partnerships with key government agencies
3. Coordinate and integrate natural resource management planning and activities between Queensland and New South Wales in the Northern Murray Darling Basin
4. Develop good relationships with other regional natural resource management bodies and work through direct negotiations and the Regional Groups Collective to pool knowledge and share resources when there is mutual benefit to be gained

Our success will be measured by:

- Strength of our working relationships with neighbouring regional groups, government agencies and research bodies.
- Level of active contribution to the Regional Groups Collective and participation in their activities
- Production of joint policies on QMDB NRM issues.
- Annual tour of other regions

#### G5. Best practice NRM organisation

##### Strategies

1. Establish a reputation for QMDC as a leader in innovative natural resource management
2. Market the services offered by QMDC as leading edge in the field of natural resource management
3. Continue to build and maintain an organisational culture based on a strong set of values and a philosophy of continuous improvement
4. Actively support the professional development of all staff
5. Become an employer of first preference

Our success will be measured by:

- Level of external recognition of QMDC as service provider and leader in the natural resource management business
- Implementation of priority recommendations from Australian Business Excellence Framework review
- Level of employee satisfaction gauged from annual review and at exit interviews
- Level of progress in implementation of staff annual performance review process, including, alignment between staff and roles, and Professional Development Plans documented for each staff member
- Evaluation/reflection process in place across all aspects for documenting and implementing review and improvement