INSTITUTE OF DEVELOPMENT MANAGEMENT
Botswana • Lesotho • Eswatini

THROUGH

Teamwork, Integrity, Innovation, Professionalism, Excellence and Diversity

OUR VALUES

WE WILL

In pursuit of excellence, deliver education, research, training and consultancy to contribute impactful knowledge and skills, locally and globally.

OUR MISSION

WE

Will be the leading provider of quality education, training and management development by 2027

OUR VISION

THUS

Contributing to our high-level goals

To maximise our impact, we will focus our efforts on:
Segments that include:

1. In-service employees
2. Secondary school leavers
3. Private students

Sectors that include:
1. Private
2. Government
3. Parastatals
4. Informal

Markets that include:
1. Education
2. Consultancy
3. Research
4. Training

GOAL 1

Excellence in teaching & learning

Objectives:
- Provide market-driven innovative offerings
- Strengthen teaching and learning
- Build capacity to improve learning and teaching

GOAL 2

Superior students experience

Objectives:
- Employ innovative teaching methodologies
- Provide diversified extracurricular activities
- Provide industry relevant professional & training programs

GOAL 3

Strong local and international profile

Objectives:
- Build new and strengthen collaborations & partnerships
- Build strong corporate brand
- Increase market share

GOAL 4

Excellence in research, publishing & consultancy

Objectives:
- Conduct impactful research
- Build rewarding culture of innovation, research & publication
- Grow research and consultancy market share

GOAL 5

Institutional effectiveness & efficiency

Objectives:
- Improve physical & digital infrastructure
- Build high performance culture
- Implement corporate infrastructure maintenance framework

We will know we have succeeded when:

1. **Subventions are paid on time**
2. **Government scholarships are secured**
3. **Accreditation approval rate has improved**
4. **Institutional structures are aligned**
5. **We have robust digital transformation**
6. **Financial sustainability status has improved**

To deliver on our objectives, internally we will focus on developing our strategic objectives

1. **Build and enforce quality standards**
2. **Build and reward high performance**
3. **Adhere to regulators' requirements**