



Strategic Plan

2025 – 2029



Piaget Institute

Cooperative for Human, Integral and Ecological Development, CRL

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Introduction

The INSIGHT research center is dedicated to advancing scientific research with significant social impact by developing projects and studies that address critical societal challenges. Our primary goal is to generate knowledge that improves people's quality of life and well-being.

The Strategic Plan presents a clear and forward-looking vision for our path in the coming years, emphasizing the objectives, values, and actions that will fuel our growth and maximize our positive contribution to society.

Our approach is structured around key areas, referred to as *Strategic Axes*, which embody our commitment to fostering a culture of excellence throughout our Research Center. We continuously strive to enhance the quality and innovation of our activities, reinforce our resources and infrastructure, and provide robust support to our researchers.

This Strategic Plan outlines goals and initiatives to position INSIGHT as a dynamic and cutting-edge research center, where a vibrant knowledge ecosystem empowers researchers to become creators of knowledge and agents of change, driving both scientific advancement and societal transformation.

Description

INSIGHT is a multidisciplinary research center committed to promoting high-impact research with national and international outreach. The R&D activities aim to deepen knowledge and to promote the quality of life and well-being of the individual and the communities in the broader context of integrated ecological, social, and human development. Supported by innovative approaches in the fields of health, education, human movement, technology and management, INSIGHT is committed to fostering integral development through the promotion of a comprehensive perspective that integrates physical, psychological, social, and environmental dimensions.

Mission

Insight Research Center is dedicated to conduct innovative and applied research that explores the interconnectedness of human development and its environment. Our mission is to generate knowledge, drive positive societal transformation supported by emergent technologies, contribute to the creation of sustainable and thriving communities, and promote the autonomy, quality of life and wellbeing of individuals.

Vision

Our vision is to be a leading research center that pioneers transformative and integrative approaches to human development, creating a future where individuals and communities thrive in harmony with their environment. We aspire to generate groundbreaking insights that shape policy and practice at a global scale, contributing to a more sustainable, equitable, and

inclusive world. Through innovative research that spans health, education, human movement, technology, and management, we aim to be at the forefront of knowledge creation, empowering individuals and fostering holistic, ecological, and human-centered progress.

Values

The research work carried out at INSIGHT is based on five core values:

1. **Holism:** Embracing a comprehensive approach to understanding human development within the context of social and ecological interconnectedness.
2. **Sustainability:** Integrating all research efforts and operational practices to meet human needs without compromising the ability of future generations to achieve physical and psychological development, as well as social and ecological well-being.
3. **Empowerment:** Facilitating research with a social impact, directly enhancing the well-being and agency of the communities and individuals involved.
4. **Innovation:** Developing cutting-edge research, valuing the understanding of human problems and the creation of transformative solutions guided by emerging challenges and needs with high social and economic impact.
5. **Integrity:** Promoting a scientific culture guided by ethical values and principles so that scientific research activities are consistent with respect for persons, beneficence, and justice.

Strategic Axes

INSIGHT's strategy is based on five *Strategic Axes*, which serve as the foundational pillars guiding our actions and driving institutional growth and development:

1. Scientific Production

Objective: Elevate the quality of Research and Development (R&D) activities.

How: We focus on creating an environment that fosters cutting-edge scientific exploration and innovation. This is achieved by promoting rigorous research methodologies, encouraging interdisciplinary collaboration, and pushing the boundaries of knowledge across relevant fields of study.

2. People

Objective: Value and empower individuals within the INSIGHT community.

How: Recognizing that the strength of any institution lies in its people, INSIGHT prioritizes the well-being, professional growth, and contribution of its members. This includes cultivating a supportive culture, offering ample opportunities for skill development, and ensuring a diverse, inclusive environment where all voices are heard and valued.

3. Partnerships

Objective: Establish and nurture strategic partnerships.

How: INSIGHT actively seeks to collaborate with external entities, fostering partnerships that amplify the impact of its research and initiatives. These collaborations span research institutions, industry partners, governmental bodies, and non-profit organizations, creating synergies to address complex societal challenges collectively and more effectively.

4. Resources

Objective: Ensure the availability of necessary resources.

How: Understanding the critical role of resources in driving impactful research and development, INSIGHT strategically secures funding, optimizes the use of existing facilities, and invests in advanced technological infrastructure. This ensures that our researchers have the tools and support they need to achieve the institution's ambitious objectives.

5. Governance and Strategic Management

Objective: Ensure INSIGHT's operational excellence with a forward-thinking vision.

How: We focus on implementing policies and practices that promote effective quality management, social responsibility, and sustainable development. Additionally, we prioritize the digital transition, information systems, and strong institutional communication to ensure agility and responsiveness to future challenges and opportunities.

These Strategic Axes are designed to drive actions that enhance the quality of R&D activities, stimulate scientific knowledge production, value people, establish and sustain strategic partnerships, and secure the necessary resources. Together, they enable the effective transfer of knowledge to society, contributing to real-world impact and societal progress.

Strategic Objectives

1. **Enhance Research Output with High Social Impact:** Implement initiatives to increase both the quantity and quality of research outputs, with a specific focus on addressing pressing societal challenges and generating knowledge that delivers tangible, long-term benefits to individuals and communities.
2. **Boost Engagement of Faculty and Students in R&D Activities and Attract Highly Qualified Researchers:** Develop comprehensive programs and incentives that encourage greater participation of faculty and students in R&D activities. Additionally, design strategies to attract, develop, and retain highly qualified, internationally recognized researchers to strengthen INSIGHT's research community.
3. **Forge Partnerships with External Entities to Foster Inter and Transdisciplinary Collaboration:** Actively pursue partnerships with external organizations, both nationally and internationally, to promote inter and transdisciplinary research efforts. These collaborations will facilitate the creation of innovation hubs and networks that address complex, cross-cutting societal challenges.
4. **Enhance Research Support Structures and Mechanisms:** Invest in the continuous improvement of research support infrastructure and the implementation of streamlined mechanisms. This includes providing efficient administrative and technical support,

facilitating access to funding opportunities, and ensuring researchers have the resources necessary to conduct high-impact research.

5. **Strengthen Governance, Strategic Management, and Institutional Sustainability:** Develop and implement robust governance frameworks and strategic management practices to ensure long-term institutional sustainability. This involves promoting quality management, advancing the digital transition, enhancing social responsibility, and reinforcing transparency and accountability in decision-making processes to guarantee INSIGHT's resilience and future growth.

Strategic Plan Indicators and Targets 2025-2029

Strategic Axes	Strategic Objectives	Operational Objectives	Indicators	Calculation formula	Goals
1. Scientific Production	1.1. Enhance research output with high social impact	1.1.1. Encourage scientific production (articles, books and book chapters).	001. Ratio of scientific publications per number of researchers per year	001. No. of scientific publications / No. of researchers / year	001. 2 publications / researcher / year 002.. 75% 003. 50%
		1.1.2. Promote research projects with a high social impact. 1.1.3. Promote interdisciplinary research projects.	002. % of research projects with a high social impact 003. % of interdisciplinary research projects	002. No. of research projects with high social impact / Total no. of projects 003. No. of interdisciplinary/research projects / Total no. of research projects	
2. People	2.1. Boost engagement of faculty and students in R&D activities	2.1.1. Promote dissemination and information programs that raise awareness among teachers and students to become actively involved in R&D activities. 2.1.2. Establish incentives and recognition for the participation of teachers and students in R&D projects (e.g. research grants, academic credits or publication opportunities). 2.1.3. Integrate activities arising from research projects into the courses.	004. No. of dissemination and information actions on R&D 005. % of teachers participating in research projects 006. % of students participating in research projects 007. % of teachers covered by incentives or recognitions 008. % of courses that integrate research project activities	004. No. of actions 005. No. of teachers participating in research projects / Total no. of teachers 006. No. of students participating in research projects / Total no. of students 007. No. of teachers covered by incentives or recognitions / Total no. of teachers 008. No. of courses that integrate research project activities / Total No. of courses	004. 4 / year 005. 50% 006. 25% 007. 25% 008. 25%
	2.2. Attract and retain highly qualified researchers	2.2.1. Implement talent attraction programs to attract highly qualified researchers. 2.2.2. Offer attractive working conditions and professional development to retain talented researchers.	009. Talent acquisition rate: % of new highly qualified researchers recruited each year compared to the total no. of researchers in the institution 010. Turnover rate: annual % of researchers who leave INSiGHT, excluding retirements. 011. Researcher satisfaction rate: % of researchers who express satisfaction with their working conditions and professional development opportunities, based on an annual satisfaction survey.	009. No. of new highly qualified researchers / Total no. of researchers 010. No. of researchers who leave / Total no. of researchers 011. No. of satisfied researchers / Total no. of researchers	

Strategic Axes	Strategic Objectives	Operational Objectives	Indicators	Calculation formula	Goals
3. Partnerships	3.1. Forge partnerships with external entities to foster inter and transdisciplinary collaboration	3.1.1. Formalize strategic partnerships with external entities. 3.1.2. Create joint research funding opportunities (secure external funding for collaborative projects by applying for joint research grants with external entities) 3.1.3. Establish collaborative research programs and projects with external partners to promote inter and transdisciplinary collaboration. 3.1.4. Organize annual networking and collaboration events (e.g. conferences, workshops, and networking events) 3.1.5. Promote participation in networks and programs for the exchange and mobility of researchers.	012. No. of protocols formalized with external entities 013. No. of joint research grants annually applied with national or international external partners 014. No. of new formalized research partnerships annually 015. No. of events per year 016. % of researchers participating in exchange or mobility programs annually	012. No. of protocols formalized with external entities 013. No. of joint research grants annually applied 014. No. of new formalized research partnerships annually 015. No. of events per year 016. No. of researchers participating in exchange or mobility programs / Total no. of researchers	012. 10 active / year 013. > 8 / year 014. 3 / year 015. 4 / year 016. >25%
4. Resources	4.1. Enhance research support structures and mechanisms	4.1.1. Upgrade research infrastructure and technological resources (modernization of research facilities, laboratories, and technological infrastructure) 4.1.2. Streamline administrative processes for researchers (simplify and optimize administrative procedures related to research projects, funding applications, and reporting requirements) 4.1.3. Strengthen technical and administrative support services, guaranteeing efficient and agile support for researchers at all stages of the research process. 4.1.4. Implement capacity-building and training programs for researchers to improve their skills in areas such as submitting applications for external funding, scientific writing, project management and the use of data analysis tools.	017. % of key research equipment and facilities upgraded 018. Implement a centralized digital platform for managing research documentation 019. % of HR (FTE) assigned to technical and administrative research support services 020. No. of programs 021. % of researchers participating in at least one training session annually.	017. No. of key research equipment and facilities upgraded / Total no. of key research equipment and facilities 018. No. of procedures simplified / Total no. of procedures 019. No. of HR (FTE) assigned to technical and administrative research support services / No. of researchers (FTE) 020. No. of programs 021. No. of % of researchers participating in at least one training session / Total no. of researchers	017. 75% in 3 years 018. 30% in 2 years, 75% in 5 years 019. 5% 020. 3 / year 021. 80%

Strategic Axes	Strategic Objectives	Operational Objectives	Indicators	Calculation formula	Goals
5. Governance and Strategic Management	5.1. Promote INSIGHT transparency and accountability	5.1.1. Develop policies that foster transparency in decision-making, resource allocation, and governance. This includes regular communication with stakeholders, clear reporting mechanisms, and open access to institutional performance data, ensuring accountability at all levels of management.	022. Create the <i>INSIGHT Governance Portal</i> in the institutional website (with relevant information to ensure accountability on strategy, activities, decisions and changes in the Research Center).	022. <i>INSIGHT Governance Portal</i>	022. Available by 2025
	5.2. Establish a quality assurance and continuous improvement framework	5.2.1. Develop and implement a comprehensive quality assurance policy (establish clear guidelines and protocols for ensuring the quality of research and administrative processes). 5.2.2. Implement continuous improvement processes and set clear performance metrics to ensure alignment with INSIGHT's strategic goals.	023. Create and disseminate a formal quality assurance policy that outlines standards for research, project management, and INSIGHT governance, ensuring compliance at all levels. 024. Rate of improvement in the goals of this Strategic Plan (Key Performance Indicators). 025. Rate of goal accomplishment	023. INSIGHT Quality Assurance Policy 024. (New performance value – Initial performance value) / Initial performance value, per year 025. No. of goals accomplished / Total no. of goals, per year	023. Available by 2025 024. 10% / year 025. 75% in 2 years, 90% in 5 years

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