

6.2.1 Perspective Strategic plan document 2018-2030



STRATEGIC PLANS

ABOUT THE INSTITUTIONS :

Hindi Mahavidyalaya (Autonomous & NAAC Reaccredited and affiliated to Osmania University) is one of the renowned educational institutions in India that provides quality education to the student's community since 1961. The institution has imparting high quality, innovative and industry integrated skill based education in the emerging areas of Arts, Science, technology, Commerce, Management and Vocational programmes.

The College provides world class state-of-the-art infrastructure and facilities and dedicated to the principle that its educational services and faculty should be both supportive and challenging, distinguished by creative and interactive learning experience for each student. In order to make the students employable, various corporate and non-profit organizational personnel are invited to give hands-on experience of the corporate world. In addition to the regular curriculum, special training by professional bodies is provided to equip the students with professional skills such as presentation skills, debating, group discussions, team work and leadership skills which enable them to get suitable jobs in the corporate world.

Research is an integral part of academic performance. Hindi Mahavidyalaya has a well defined research policy to foster excellence in research. It provides and nurtures research environment for promoting high quality original research. All the departments are actively engaged in research in thrust areas, publish in national and international peer reviewed publications, undertake sponsored research projects and have collaborations with organizations of international repute.

Holistic development of the students is done in a well planned manner. Hindi Mahavidyalaya mentors the students through Career Counselling and Opportunities Guidance cell, Equal Opportunity Cell, and National Service Scheme Units. They are mentored to develop professional competitiveness as well as ethics, human values, sense of social responsibility and environment consciousness.

The Hindi Mahavidyalaya lays great emphasis on infrastructure and learning resources by providing physical and IT infrastructure, good departmental and Central Library resources, e-journals, databases, seminar and conferences halls, auditorium, multimedia theatres. It has excellent campus with network facility, class rooms with ICT enabled 24x7 learning facilities.

The Hindi Mahavidyalaya is committed to pursue its vision and mission of educating and empowering the learners to realize their potential through righteous blending of knowledge, skills, and values for serving the society. It is prepared to embrace future challenges and keep moving ahead on the path of excellence, innovation and enlightenment.

PLANNING PROCESS

The Hindi Mahavidyalaya has reaffirmed its pursuit of excellence by redefining its Values, Vision, Mission, Objectives and Strategic plan. Hindi Mahavidyalaya is composed of a plurality of voices, each important and compelling, yet we must finally share common goal and aspiration. Considering this in mind for collective wisdom, a task group of faculty members had taken up this unique ground level exercise of drafting, developing and documenting the Hindi Mahavidyalaya's futuristic academic architecture in the form of *Vision Document and Strategic Plan*. It is a result of active consultation with experts, deans, heads of different departments, officers, faculties, students and other stakeholders. The brainstorming sessions of this task group along with the stakeholders had made a strong plea to identify thrust areas for the Institution, besides working on its global perspective outlook for the next ten years. The present document not only sets out goals of the Institution but also

brings out the details of our focused efforts in the well-defined areas of performance. This document, in part, will equip functionaries and beneficiaries of organization to answer to the question: What are the aspirations of the Hindi Mahavidyalaya and how these will be achieved?

VALUES

The Hindi Mahavidyalaya's commitment to its vision and mission is reflected by value based conduct and behaviours of faculty, staff and students in all areas of performance. Values serve as the guiding philosophy in all walks of Institution life. Following values have been imbibed by the HINDI MAHAVIDYALAYA in all the activities:

Core Value

Core values are fundamental and universal in nature that act as invisible force guiding thought processes, conduct and behavior of faculty, staff and students. They are:

1. **Trusteeship** - Acting as a custodian or trustee while discharging responsibilities, exerting power and authority, utilizing resources for the welfare of stakeholders.
2. **Integrity** – Practicing duties in a truthful and justifiable manner, displayed through righteous conduct in all accomplishments.
3. **Excellence** – Continuously delivering outstanding quality in all areas of performances by fostering intellectual growth.
4. **Equality** - Involving all cross-sections of society by providing equal opportunity to all in pursuit of higher education, job and other activities.
5. **Respect** - Being respectful to the organization, job, its functionaries and beneficiaries and while dealing with other people.
6. **Sustainability** – Having concern for nature, environment and resource utilization for long lasting, safe and better future.
7. **Innovation** - Having an unending quest for discovering new ideas in all areas of performance, enriched by diversity in thoughts, actions and leadership.

Workplace Values:

Workplace values act as a set of guiding principles describing general code of conduct for moral and ethical behavior of faculty, staff and students in all endeavours.

1. **Accountability** - Being responsible and answerable for all accomplishments.
2. **Transparency** - Visibility and accessibility of information and practices to all concerned.
3. **Discipline** - Being sincere, regular, punctual and rule abiding.
4. **Just** - Being honest, fair and righteous, guided by conscience and wisdom
5. **Perseverance** - Putting continuous and sincere efforts to achieve targets despite all challenges
6. **Competency** – Acquiring knowledge and skills for doing things efficiently and successfully.
7. **Empathy** - Being humane and treating each individual with dignity and respect
8. **Teamwork** - Working together to achieve a common goal in *all ebbs and tides*.
9. **Conservation** - Optimal utilization of resources and energy so as to reduce, reuse, recreate, rethink and recycle entirety in best possible way.

VISION

Hindi Mahavidyalaya aspires :

- To become an innovative institution by developing excellent Human Resources with excellent leadership qualities, Ethical & Moral Values, enhanced Research Culture and innovative skills.
- To contribute to sustainable development of all strata of society.
- To establish a Hindi and Indian language University (HILU) by 2030.

MISSION

- Implementation of NEP 2020 Reforms to offer high quality Education for accepting the challenges of Globalization.
- By Providing Excellent infrastructure facilities State-of-Art laboratories and incubation centre
- Imparting Right Knowledge, Right Philosophy and Right Conduct bringing about all round development in students personality.
- Encouraging Research and Entrepreneurship through collaborations and extension activities and encourage technology applications.
- Implementing learner centric system of education.
- Exchanging of Institutional Properties with the onset of cluster of colleges.
- Encouraging employment ethics and a decentralized and transparent administration.
- Providing for career development of staff by encouraging them towards research and innovation.
- Encouraging Women education by provision for their safety and personal needs.
- Encouraging Earn & Learn system of Education.
- Implementation of NEP 2020 Reforms to offer high quality Education for accepting the challenges of Globalization.
- By Providing Excellent infrastructure facilities State-of-Art laboratories and incubation centre
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S W O C Analysis

STRENGTHS

- Only institute in the whole of South India which offers education in hindi medium at Inter, UG and PG level.
- An Institute of higher education which is successful in catering to the diversified educational needs of society for past 60 years.
- An autonomous and NAAC Re-accredited institute following systematic process for design, development and Implementation of Courses
- Offering Multidisciplinary, skill enhancement Under graduate & Post-graduate programmes catering to Industry standards.
- Excellent infrastructure with spacious ventilated class rooms, ICT enabled classroom, seminar hall, Auditorium, well equipped Labs, Well Stocked Library, sports facilities, Indoor & Outdoor stadium, Gym, Separate Girls & Boys hostels, Eco-friendly campus, Disable friendly campus.
- Self financed Institute offering integrated, super specialized courses.

- Fool proof admission process through Degree Online Service Telangana online admission process for Undergraduate and University level Entrance for PG admissions.
- Supportive Management .
- Automated campus with e-governance facility.
- Well qualified and experienced faculty, Ratified through statutory authorities.
- Centrally located and easily accessible and well Connected by various means of transport
- Examination of evaluation process are transparent with Spot Valuation centre available.
- Adequate facilities for research work available -such as library(INFLIBNET), laboratories, teaching aids, WIFI connections, Computers, LMS.
- MOUs with renowned organizations, firms, Banks, Insurance companies, CA firms etc for Internships, projects, placement training & support.
- Career Counseling and placement cell to guide & groom towards employment, higher education.
- Holistic development of students through Curricular & Co-curricular as well as Extension activities.
- Co-operative alumni association placed in global and national level in diverse areas.
- Good leadership which is visionary and Transformational
- Institute strives for quality assurance, sustenance and enhancement through systematic process.
- Formation of Cluster Colleges for exchange of resources.

WEAKNESS

- 1) Development of Research centre hindered due to lack of funds from government organizations.
- 2) Poor admissions in Hindi medium courses due to closure of Hindi medium institutions.
- 3) Acquisition of books and study material for Hindi medium courses.

OPPORTUNITIES

- 1) Framing curriculum as per Industry requirement.
- 2) Introduction of new Multi disciplinary courses to as per the global standards.
- 3) Introduction of Skill oriented courses to implement Earn & Learn system of education.
- 4) Cluster college for resource exchange.
- 5) MOUs with renowned organizations .
- 6) Learner Centric Curriculum.
- 7) Promoting projects in Multi-disciplinary courses on issues related to total communities.
- 8) Encouraging open learning for community by extending available ICT.
- 9) Continuous quality assessment, accreditations, enhancement, certification from appropriate bodies for National recognition.
- 10) Encouraging students with the facilities available for participating in International/ National /state Level / District Level / Inter University & Inter college sports events, NCC & NSS.
- 11) Promoting E-Learning through INFLIBNET and LMS facilities.
- 12) Adequate Infrastructure.
- 13) Encouraging staff for developing Research culture.

CHALLENGES

- 1) Approval of Affiliating University in implementation of Skill development courses.
- 2) Course Eligibility factor for Pursuing Higher education by the students of Skill oriented courses (B.Vocation).
- 3) Creating awareness about Skill enhancement courses among the students.
- 4) Development of Research centre and research culture.
- 5) Sanction of Funds from Government & Non- Government Agencies.
- 6) Technological training to the Non- technical staff for ICT and LMS implementation.
- 7) Implementation of Interdisciplinary courses as per new NEP guidelines.
- 8) Maintenance of the Self finance courses at affordable Fee structure.

STRATEGIC GOALS

In the technology-enabled world, the Strategic goals of the College are dynamically revised. In the coming five years (2021-26), we envisage the following major Strategic goals:

ACADEMIC EXCELLENCE

Hindi Mahavidyalaya, as a seat of learning, exists for providing quality education by creating, advancing and disseminating knowledge with collective wisdom. It is a premier higher learning institution engaged in fulfilling educational requirement of diverse sections of the society in the core and applied academic disciplines. It aims at achieving academic excellence through multidisciplinary course curriculum, blended teaching methods and technology enabled joyful learning environment. In addition to acquire subject knowledge and required skills, the students will be groomed to think, perform, and communicate in a critical, creative and effective manner.

Objectives

- To provide quality education at all levels.
- To initiate multidisciplinary courses for emerging needs of stakeholders including industries, research institutions, government organizations and society.
- To innovate and adopt technology enabled pedagogy.
- To chalk out scholastic and co-scholastic activities to make the College educational environment more lively, vibrant, congenial and conductive

Strategies

- Strengthening existing academic programmes by enriching course curriculum in the light of global standards, theoretical advancements and industry requirements.
- Introducing innovative self financing programmes in core and applied areas of science, social sciences, humanities, arts, technology and other academic disciplines.
- Providing academic freedom and flexibility in design of innovative course curriculum and teaching learning processes.
- Use of blended teaching methodology involving traditional, interactive, and ICT enabled pedagogical techniques.
- Bringing rigour to teaching-learning processes through carefully designed and implemented multidisciplinary course curriculum, session plans, student assignments, regularity, participation and involvement.
- Well designed examination systems with transparent evaluation processes.
- Encouraging ICT enabled teaching and use of multimedia virtual classrooms.
- Regular student feedback on teaching-learning process, curriculum and administrative facilities to ensure quality control and regular updating.
- Designing and launching Job oriented professional and Vocational programmes of

short term duration offered as diploma and certificate courses.

Research and Innovation

The HINDI MAHAVIDYALAYA is committed to high quality research and innovation. In order to facilitate research activities, the HINDI MAHAVIDYALAYA has developed a well drafted Research Policy to guide, encourage, fund, support and monitor core and interdisciplinary research. Institutions and individuals are encouraged to achieve and sustain research excellence.

Objectives

- To promote multidisciplinary research in new, emerging and thrust areas.
- To create environment and facilities for interdisciplinary research.

Strategies

- Popularizing and implementing Best research policy.
- Creating and supporting a research environment for high quality research by students and faculty.
- Encouraging quality research in interdisciplinary areas.
- Undertaking research with industry collaboration focusing on practical problems and applications in real life situations.
- Identifying thrust areas and issues for fundamental and applied research.
- Promoting highest ethical standards in research.
- Facilitating and supporting research funding process at departmental and Institution level.
- Supporting faculty and student participation in research related events such as paper presentation in seminars, conferences, workshops, training programmes, and faculty development programmes.
- Encouraging faculty and scholars to publish in high quality peer reviewed journals with impact factor and high ratings.
- Recognizing and rewarding good publications and contributions of faculty members and scholars in academic publications and events.
- Sharing research funding, collaboration, scholarships, and fellowships related information to all concerned on regular basis.
- Facilitating faculty publications as books, monographs, working papers, case studies, study material and other academic literature through in house publication facilities.
- Arranging for infrastructural support including buildings, equipments, databases, books, journals and other facilities as required for pursuing research on campus.

Collaborations

The Hindi Mahavidyalaya shall promote collaborations in research, teaching and employment at National as well as international level. The partnerships with different organizations will contribute towards achieving objectives of the Institution

Objectives

- To identify opportunities and create facilities for attracting foreign students, researcher and teachers to the Institution
- To identify opportunities for the students and teachers of the Institution to get exposed to National as well as International teaching and research.

Strategies

- Entering into collaborative arrangements with reputed academic institutions, research institutions and industry forums for creating opportunities for students and faculty
- Exploring the possibilities of collaborations with Companies for training and employment opportunities for students.
- Promoting the work of its students and teachers on academically important platforms and

forums.

- Developing research collaborations with universities, agencies, and industries.
- Creating opportunities for exchange programs of students and teachers with universities.
- Forming strategic alliances with prominent universities / eminent professors for Virtual Lectures.
- Developing Tie-ups with apex and regulatory bodies for grants/funds, policy guidelines, developmental programs and other resources.

Capacity Building

Excellence is achieved through outstanding performance by competent and committed people. The HINDI MAHAVIDYALAYA is committed to provide culture, facilities, support and freedom to its faculty and staff for unleashing their talents.

Objectives

- To benchmark and develop world class competencies for academic and administrative excellence.
- To attract, develop, reward and retain academic and administrative staff of high caliber

Strategies

- Attracting, rewarding and retaining talented faculty and staff to ensure quality in academics as well as administration.
- Providing opportunities and facilities for developing teaching and research skills of faculty members.
- Developing IT skills of its faculty and staff members.
- Organizing staff training for behavioral modifications and developing technical skills.
- Promoting its faculty members to participate in conferences and publish in journals.
- Sharing of research laboratories and other resources with other prominent bodies for mutual benefits.
- Encouraging contribution to knowledge by developing new content and making it available in the form of books, e-content and other learning resources.
- Providing opportunities to faculty and staff for updating themselves on a regular basis.
- Organizing social and cultural events for faculty and staff to cultivate a sense of belongingness to the Institution.

Self Reliance

Indian government over last two decades has changed its method of regulation from, management by control to management by exception and subsequently withdrawing financial support in a gradual manner to make institutions and entities self reliant. Also, in the light of increasing competition and growing expenses it is required to generate additional revenues, manage expenses and adopt cost saving measures to be self reliant.

Objectives

- To explore newer avenues for generating revenues from internal and external sources.
- To improve financial planning and control systems for better resource mobilization.
- To develop and optimize utilization of human and physical resources for being self reliant

Strategies

- Making Institution self sufficient in terms of financial resources to meet its current and future requirements.
- Improving financial planning and resource allocation to achieve Institution objectives.
- Generating required funds through internal sources (student fee and charges) and external sources (grants, funds, donations, consultancies, sponsorships, fellowships,

scholarships etc).

- Introducing more Industry oriented, short and long term self finance programmes; customized programmes for specific industry.
- Revising fees of professional and vocational courses in the light of growing expenditures
- Training programmes and consultancy to be encouraged for revenue generation.
- Making efforts for donations from Alumni and other sources
- Institution of Chair, Gold Medal, Scholarships by Industry
- Cost saving measures (such as paperless communication for inter and intra departments, energy savings options, better capacity utilization of existing infrastructure and resources)
- Improving financial systems and strengthen the internal control environment in order to ensure good governance and support better decision making.
- Developing and extending existing sports infrastructure for hosting various levels of tournaments and competitions
- Utilizing auditoriums of individual departments for promotion of art and culture and revenue generation

Governance and Integration

The HINDI MAHAVIDYALAYA envisions the seamless integration of all processes with a systems perspective. It is achieved by the improvement in the existing systems and laying-down of advanced systems as per requirements of time. It shall result in optimal sharing of resources and speedy accomplishments of the administrative and academic processes. The philosophy of '*Systems Approach*' shall be the central to the work culture of the institute.

Objectives

- To ensure academic, financial and administrative autonomy in the Institution
- To ensure participatory, transparent and good governance at all level of Institution

Strategies

- Joining all the academic and administrative departments seamlessly
- Integrating the students' evaluation and assessment centrally for quick disposal of results
- Integrating training modules, lecture and knowledge expertise of resource persons for the benefit of all the stakeholders.
- Adhering to establish statutes, ordinances, regulations, policies and procedures of the Institution
- Specifying process details and checklist of documents for activity completion
- Bringing improvement and reforms in procedures, process and policies for increasing efficiency and effectiveness.
- Developing integrated facilities for sharing intellectual and physical resources.
- Developing file movement and document tracing system.
- Maintaining a central electronic database of faculty, staff and students.

Infrastructure

The HINDI MAHAVIDYALAYA strives to become and to sustain the status of '*Centre of Excellence*' for higher learning. It shall require instructional and research facilities to accomplish this and at the same time comply with its Research and Green policy. It shall address the needs of infrastructure development and regular maintenance of new and existing facilities attuned with all other themes. The global trends and philosophies on infrastructure development and maintenance shall be complied with as and when applicable.

Objectives

- To create state of the art learning centres with eco-friendly design and modern amenities.
- To develop aesthetically appealing clean and green campus.
- To adopt regular and preventive maintenance practices for civil, electrical and mechanical utilities.

Strategies

- Providing state of art centres of learning by providing ICT enabled classrooms library facilities, laboratories, Wi-Fi connectivity.
- Adapting total preventive maintenance for electrical, mechanical and civil utilities.
- Maintaining and renovating HINDI MAHAVIDYALAYA infrastructure.
- Landscaping and Beautification of campus in general for better utility to stake holders as well as society.
- Practicing cleanliness at facilities and amenities across the campus.

Holistic Development

This is a trait required at all level of education and profession for every entity of the Institution. It is an umbrella which develops and promotes growth of every stakeholder in integrity. Our approach towards all stakeholders is holistic as well as inclusive. Holistic refers to student growth and development is fostered intellectually, socially, physically and spiritually. Inclusive implies that all members of the campus are encouraged to become actively engaged in the teaching and learning process. Based on the positive youth development approach, it is argued that promotion of psychosocial competencies and positive mental health attributes such as resilience, emotional competence, self-understanding, and interpersonal skills is an important strategy to facilitate holistic development of HINDI MAHAVIDYALAYA students.

Objectives

- To design multifarious activities viz. Academic, Cultural, Environmental, Sports and others for holistic development of the stakeholders
- To inculcate values along with professional and leadership qualities among faculty, staff and students

Strategies

- Mentoring students for academic, social and career prospects.
- Organizing intellectual, academic, creative, literary, communication, presentation competitions at inter and intra departmental level.
- Making athletics, indoor and outdoor sports, a regular feature for students of the University.
- Innovating programmes and festivals for social and cultural development.
- Easy and regular access to yoga and meditation, self-management related activities.
- Popularize and implement Value Policy of the University.
- Organizing expert lectures on contemporary issues.
- Conducting student enrichment activities by assessing their individual requirements.
- Arranging for academic, cultural and industrial tours and visits.
- Instituting elective courses on art, culture, heritage, welfare and contemporary issues.

Sustainability

The Institution upholds the value of sustainability in all its endeavours. It shall serve as the means of promoting the practices of sustainable development right from local to global levels. It shall adopt simple four-steps to align itself with the globally adopted practices of sustainable development. It will work towards achieving sustainability by creating awareness, orienting courses, instituting training and facilitating research to imbue the spirit of sustainability in individuals associated with it.

Objectives

- To practice the principle of recycle, reduce, rethink, reuse and recreate for the sustainable development
- To promote energy efficient and eco friendly practices for infrastructure and systems development.
- To maintain and promote clean and green surroundings.

Strategies

- Popularising, implementing and monitoring Institutions green policy and green calendar.
- Motivating individuals, communities and businesses with environment conservation initiatives
- Promoting healthy environment friendly practices by making a vehicle free zone in the campus.
- Liasioning with public transport authorities for providing subsidised/ monthly travel passes for students.
- Conserving energy by digitisation of database and all processes.
- Harnessing the use of renewable energy resources to augment the existing energy sources
- Encouraging use of green /eco-friendly products
- Developing and promoting energy saving habits such as switch off electrical devises when not in use
- Regularly conducting energy auditing and get accreditation from authorized agencies
- Developing infrastructure and systems in accordance with prevailing energy efficiency/ green Standards
- Instituting electives on sustainable development practices

Service

The HINDI MAHAVIDYALAYA has a prime motive of developing people for humanity and social welfare. It is responsive and proactive to the social, regional and local requirements, problems and other issues of relevance. Service to society holds major place in Institutions planning and activities.

Objectives

- To develop a sense of social responsibility among faculty staff and students
- To galvanize the activities for sensitization, awareness and active participation of various stakeholders
- To locate and identify the local/regional talent, issue and priorities for development
- To ensure involvement and training of local community for their empowerment with a national and globalperspective

Strategies

- Establishing relationship with local and regional bodies to assess their requirements and issues.
- Encouraging faculty and students to undertake socially relevant projects in their academic pursuits.
- Motivating faculty, staff and students to get associated with NGOs and support their activities.
- To sensitize all stakeholders about issues of local and regional areas and work for their resolution.
- Organizing extension activities in the areas of education, health, hygiene, child and women welfare, localgovernance, and national social service.
- Strengthening NSS and NCC wing of Institution for ensuring greater contribution to society and nation.

- Contributing to cultural development of society by promoting and celebrating important days, occasions, festivals and events.
- Developing entrepreneurial skills for managing small and medium enterprises of the region.
- Popularizing the contributions of local and regional personalities who have served for promotion of art, culture, heritage, governance, welfare or any other dimensions of human life.

Branding and communication

The HINDI MAHAVIDYALAYA has a glorious history and heritage of 60 years of rich contribution to creating, advancing and disseminating knowledge with collective wisdom. In order to create international visibility, strengthen its image and establish a widespread presence of the HINDI MAHAVIDYALAYA in academics, industry and society, there is a need to undertake well planned brand building efforts. This can be achieved by using all communication tools in an integrated manner.

Objectives

- To establish a widespread visibility of the HINDI MAHAVIDYALAYA in academics, industry and society.
- To enhance interactivity of HINDI MAHAVIDYALAYA with internal and external publics.
- To ensure consistency and clarity in all elements of communication

Strategies

- Popularizing HINDI MAHAVIDYALAYA values, vision and mission statements by highlighting them on boards in all the departments, offices, brochures and other places of strategic importance.
- Prominently placing HINDI MAHAVIDYALAYA logo at important places such as buildings, boundary walls, gates, stationery, souvenirs, and vehicles.
- Publishing HINDI MAHAVIDYALAYA brochure both in hard copy and soft copy available on the website.
- Becoming member of all important institutions and associations of academic interest.
- Publishing quarterly newsletter with contributions from HINDI MAHAVIDYALAYA stakeholders along with developments and contributions for internal and external circulation.
- Effective designing, updating and maintenance of HINDI MAHAVIDYALAYA website for complete information, smooth navigation and operations.
- Effective use of social media such as face book, twitter and blogs for increased interaction.
- Uniformity in design of identity card, stationery and other communication material used by the HINDI MAHAVIDYALAYA such as letterheads, envelopes, visiting cards, brochures etc in order to communicate a clear and consistent image.

In a world where technology, teaching pedagogy, sophistication of equipment etc keeps on changing / improving rapidly, the strategic plan of the Institution needs to be a dynamic one. Therefore, we shall be updating this document every three years.