**SAIHs Action program 2024-2025**

The action program is an annual prioritization of SAIH's work. It will ensure that we use our resources appropriately throughout the organization to deliver on our vision and adopted multi-year strategies. SAIH's action program 2024-2025 identifies the three most important goals for SAIH in the coming year, in non-prioritized order. The action program is not an exhaustive to-do list for SAIH's work.

We use OKR as a methodology to create and operationalise our action program. The method is intended to create focus, clarity, transparency and ownership in our organisation. OKRs allows us to set ambitious objectives, and measure progress towards them through concrete steps. They should be flexible and something we can adjust and change depending on changing contexts, learning and experience progress and value of the objectives, key results and activities we have set.

**Objective 1: We have shifted power from SAIH to partners.**

* Key result 1: Project management is more flexible, and partner rooted.
* Key result 2: SAIH is a more educated and experienced organisation on shifting power and decolonizing the aid sector.
* Key result 3: SAIH plays a more active role in external discussions and debate.

**Objective 2: Higher education institutions and academic actors are more actively engaging with SAIH.**

* Key result 1: We are collaborating with institutions on shared activities.
* Key result 2: SAIH has increased presence in academic arenas and has a growing academic network.
* Key result 3: Academics and students shows support for SAIH through financial contributions (SAIH-tenners and “SAIH-tenners for academics”).
* Key result 4: SAIH, at both central and local levels, is well acquainted with member organizations’ procedures, work methods and organizational structures, in a way that facilitates cooperation.

 **Objective 3: We have improved protection for students in authoritarian contexts.**

* Key result 1: We are initiating and participating in initiatives to protect academic freedom including student activism
* Key result 2: SAIH plays an active role in conversation and debate on the topic in the public sphere.
* Key result 3: Ensure sustainability for this work through secured funding.