

# THE STRESS-FREE MANTRA

**Strategic Framework  
for Al-Hikmah University**

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# Vision



- ❖ To lead Al-Hikmah University into global reckoning
- ❖ Through a well-motivated workforce
- ❖ Using ICT to drive entrepreneurial, moral & academic excellence

# Why STRESS-FREE?

- A strategic compass for transformation
- Aligns staff, students, and administration to shared goals
- Focused on academic excellence, sustainability, and welfare
- Promotes ownership, accountability, and continuous improvement

# What STRESS-FREE Stands For:

**S** – Strategic Plan

**T** – Teamwork

**R** – Revenue Drive

**E** – Expansion

**S** – Staff & Student Welfare

**S** – Security

**F** – Funding (Research)

**R** – Ranking

**E** – Entrepreneurship

**E** – Evaluation

# Strategic Plan

- University-wide SWOT & planning workshops
- **KPI:** Every department has an action plan & live performance dashboard

# Teamwork

- Cross-functional project teams & “One Al-Hikmah” campaign
- **KPI:** Strong collaboration, fast resolution of issues, active staff/student engagement

# Revenue Drive

- Grants, consultancies, university farms, microfinance, and student entrepreneurs
- **KPI:** ~~₦~~250m+ grants, ~~₦~~300m+ from consultancies, 50+ student businesses supported

# Expansion

- New faculties & programmes
- Upgraded campuses & international partnerships
- **KPI (Simplified):** NUC approvals, ₦2bn infrastructure readiness, 3 new global MoUs

# Staff & Student Welfare

- Performance bonuses, health services, staff training, sports & scholarships
- **KPI (Simplified):** 70% staff earn bonus, 90% insured students, regular sports engagement

# Security

- Campus-community partnership, CCTV/biometrics, conflict resolution workshops
- **KPI (Simplified):** 100% key areas covered, quarterly patrols, reduced conflicts

# Funding

- Grant writing training, research clusters, collaborations
- **KPI (Simplified):** ~~£~~300m+ annual research grants, 5+ major grants secured per year

# Ranking

- Boost online visibility (publications, profiles, web presence)
- **KPI (Simplified):** 30% web ranking boost, 100% staff with ORCID/Scholar IDs

# Entrepreneurship

- Revamp vocational skills centre, capstone projects, mentorship network
- **KPI (Simplified):** 10+ new skill programmes, 70% final-year students with business plans

# Evaluation

- Staff appraisals, academic audits, annual VC report
- **KPI (Simplified):** 100% staff appraisal, 80% compliance in audits, annual performance report published

# Closing

## **The STRESS-FREE Mantra is:**

- Not just a slogan, but a workable blueprint
- Ensures academic excellence, moral distinction, and sustainability
- Together, we will make Al-Hikmah University a global reference point



THANKS  
FOR  
RAPT  
ATTENTION