



Strategic Plan 2025–2030

Our Mission

Inspired by our heritage of compassion, we attend to the body, mind and spirit of all people. We are driven by a dedication to partnership and excellence in care, teaching and research.

Our Vision

Exceptional care, stronger communities, a healthier world.

Our Values

RESPECT:

We ensure everyone is heard, valued and treated with dignity.

EXCELLENCE:

We innovate and learn continuously to elevate quality in everything we do.

COMPASSION:

We support every person in their unique journey with empathy, understanding and kindness.

Discovery-Driven, Patient-Focused

At Lawson Research Institute (Lawson), we are **discovery-driven and patient-focused**.

Our world-class researchers and clinicians work together to tackle some of the most pressing health challenges of our time, united by a shared commitment to discoveries that transform health systems and improve patient care.

As the innovation arm of St. Joseph's Health Care London (St. Joseph's), Lawson builds on a decades-strong foundation of transformative research that drives real-world impact.

Now, through our 2025–2030 Strategic Plan, we are charting the next phase of that journey.

This plan aligns with St. Joseph's strategic goals: Excellence in Care, Powered by Discovery; A Vibrant Workforce; and Partnering for Impact, and strengthens our shared vision of innovation in service of care.

This strategy sets a bold course for purposeful growth in the areas where our research can make the greatest difference. It envisions infrastructure that accelerates discovery, a thriving culture that attracts and retains top talent and a learning environment where research and clinical care continually inform one another and train the learners of tomorrow.

At Lawson, curiosity thrives, investment fuels innovation and high-impact results drive meaningful change, positioning us as a partner of choice for scientists, industry, donors and academia alike.

This is Lawson at St. Joseph's.

Roy Butler, PhD
President and CEO

Jeremy Burton, PhD
Interim Vice President Research and Scientific Director



EXCELLENCE IN CARE: POWERED BY DISCOVERY

We will continue to work closely with community partners and use the best information available to shape the future of health care at St. Joseph's. We will do this through research discovery, education and innovation. We are proud of our role in caring for our community members and will continue to evolve to meet their changing needs – in body, mind and spirit.

OBJECTIVES

- Foster a culture that empowers all staff and clinicians to make research an integral part of clinical care and service delivery.
- Elevate and accelerate the impact and visibility of our research on clinical care and health systems.
- Grow our focus areas of basic and clinical research, advancing them along the translational pipeline to patient bedside.
- Strengthen governance and sustainability to remove barriers, enhance collaboration and enable innovative, high-impact research.

BY 2030

- We have strengthened our visibility and leadership regionally, provincially, nationally and internationally in select areas of research.
- We have enhanced capacity, research infrastructure and organizational maturity to support sustainable research.
- Research is integrated into St. Joseph's organizational culture and workflows.
- We have demonstrated improved knowledge translation, strengthened intellectual property development and increased adoption of treatments developed at St. Joseph's.



A VIBRANT WORKFORCE

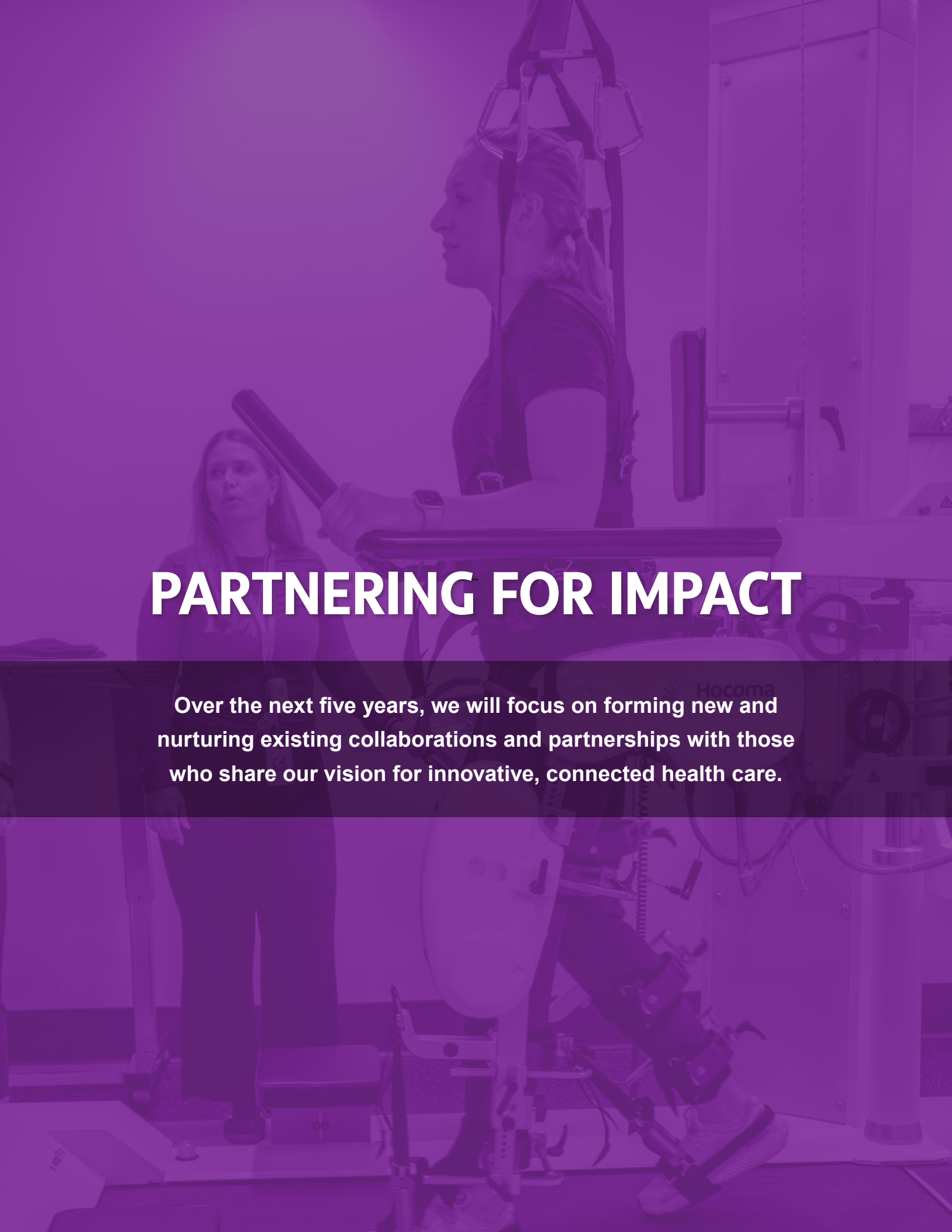
Making our workforce one of our three main priorities demonstrates an ongoing commitment to being an exceptional place to work.

OBJECTIVES

- Retain and recruit top talent including leading scientists, emerging researchers, trainees and dedicated staff.
- Cultivate a flourishing environment where wellbeing is prioritized, staff and researchers feel recognized and included, work is meaningful and careers are enriched.
- Embed EDIB (Equity, Diversity, Inclusion, Belonging) principles throughout the research community to shape the direction and conduct of research.
- Foster an organizational culture of learning, where all trainees, staff and providers contribute to the generation and application of research to improve care and services.

BY 2030

- Lawson is valued as the research institute of choice by scientists, emerging researchers, trainees and staff.
- We have established leadership and comprehensive capacity in our research pillars.
- We have substantially increased the number of hospital and credentialed professional staff, trainees and learners engaged in research.
- There are customized pathways for research inclusion that consider diverse needs, roles and aspirations.



PARTNERING FOR IMPACT

Over the next five years, we will focus on forming new and nurturing existing collaborations and partnerships with those who share our vision for innovative, connected health care.

OBJECTIVES

- Build and sustain strategic partnerships that drive impact and leverage organizational strengths.
- Maintain strong alignment and grow collaboration with St. Joseph's Foundation to ensure Institute research priorities are effectively supported through donor engagement and research investment.
- Co-design the research ecosystem to meaningfully include researchers, clinicians and people with lived experience.
- Lead research advocacy at municipal, provincial and federal levels with a focus on increased research funding for long-term sustainability and growth.

BY 2030

- Recognized as a partner of choice for hospital-based research and as the charity of choice for research donors in primary areas of research expertise.
- Increased number of industry partnerships to support growth in clinical trial availability for our communities.
- Increased number of community and academic partnerships in key strategic areas that build organizational capacity and amplify impact.
- Recognized as a leader in patient-oriented research through co-design.
- Relied upon as a champion and a source of knowledge for health research in primary areas of research expertise.

ABOUT LAWSON RESEARCH INSTITUTE

Lawson Research Institute, the health innovation arm of St. Joseph's Health Care London, is committed to making and sharing discoveries that improve lives locally and internationally. Every day, Lawson researchers work to transform imagination to innovation to patient impact. Lawson leads health-care research.

Find us at LawsonResearch.ca and [@stjosephslondon](https://www.instagram.com/stjosephslondon) on social media.

ST. JOSEPH'S IS

St. Joseph's Hospital

Parkwood Institute

Mount Hope
Centre for
Long Term Care

Southwest Centre
for Forensic
Mental Health Care

Lawson
Research Institute

Teams, clinics and
programs in our
community and beyond.

