



Supporting lighting
professionals for the
benefit of society



Institution of Lighting Professionals

STRATEGY **2026**



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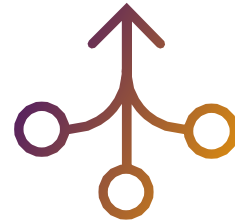
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This document aims to give you a detailed view of the Institution's strategy for the next four years. It covers all of our activities and sets out to give our members, partners, staff and other stakeholders a clear understanding of our purpose, how we will support and promote the lighting profession and deliver our charitable objectives and benefit to society.

It sets out clear aims and strategic streams of activities that will deliver those aims. And it defines what success looks like and how we will hold ourselves to account as we progress.

It will also show you how you can help us. Please take a few moments to read the document and then ask yourself what part you can play in the Institution's future.



MESSAGE FROM OUR PRESIDENT

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I am delighted to present the Institution of Lighting Professionals Strategy 2026. It outlines our strategy, vision, and goals. We have identified these so the Institution can realise its full potential and better fulfil its mission: we are here to support and develop lighting professionals as well as the wider global community and environment. The Institution is

open and welcoming to everyone interested in the sustainable future of lighting.

Formulating a new strategy has been an opportunity to take stock of past successes. Following the recent struggles through the pandemic, we have determined our vision and set goals in light of the challenges ahead. Strategy 2026 sets a standard for our development in response to the changing needs of the built environment and as a proactive professional organisation driving intellectual, social, and economic change. Our strategic themes reflect our commitment to achieving excellence through our core function of disseminating technical knowledge, and our duty to engage stakeholders and the wider community.

Our strategies for technical information and education are at the forefront of the Institution. Enriching learning experiences sit at the heart of our commitment to lifelong learning. We will develop competent professionals who contribute to a globally competitive and rapidly changing environment. As a charitable organisation, we will engage in cutting-edge research related to lighting and the built environment. We will consider the interdisciplinary areas identified as our strengths. We will make a positive contribution to society and address challenges and needs locally, regionally, and globally.

We will engage with our members, volunteers, peers, and the public, as we articulate and communicate an identity consistent with our vision. To implement the strategic aims, we will develop an enabling environment in which our resources are appropriately allocated and deployed. The Institution will develop an excellent infrastructure that supports our endeavours with a digital-first approach to how we work, communicate, connect, and support.

Strategy 2026 represents the concerted efforts of the Institution's stakeholders, who made valuable input. As President of the Institution, I thank all our volunteers and staff for giving us their views during the process of consultation and drafting. I would like to thank, in particular, our CEO Justin Blades for taking up the responsibility of overseeing and monitoring its implementation. I am sure that, with the collaboration of our talented staff, volunteers, members, friends, and supporters, we will accomplish our aspirations. By investing in the future of the ILP, we are building a better future for lighting professionals. Thank you for taking an interest in the future of the ILP, where excellence in lighting defines us. We invite you to join us to help this unique Institution develop.

Fiona Horgan
ILP President 2021-2023



MISSION



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The Institution's mission is to support and develop lighting professionals and their global contribution for the benefit of society and the environment

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VISION



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Our vision is for a world illuminated by sustainable lighting solutions that help us to live, work and play without negatively impacting on the environment around us

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VALUES

These are the values that will guide our actions and set the culture for the organisation as it moves into its second century.



Professional



Ethical



Honest



Open



Accountable



Innovative

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What do we want to achieve?

Aim 1:	To be respected for our professionalism and competence in lighting
Aim 2:	To be trusted as a source of technical information on lighting by supporting and enabling a diverse and vibrant community of practitioners
Aim 3:	To deliver value, information and services to members and the professional lighting community 365/24/7 regardless of location using digital platforms
Aim 4:	To secure the future of the lighting profession by encouraging the next generation of lighting professionals to join the industry and equip them with skills and knowledge they need to succeed
Aim 5:	To ensure that legislation, technical standards, and other legal instruments that impact lighting have sound science, technical knowledge, and good practice as their foundation



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How will we achieve our aims?

Stream 1:	Delivery of membership & qualifications that assess and recognise competency and professionalism in lighting
Stream 2:	Development of dependable, peer-reviewed lighting knowledge
Stream 3:	Membership support and engagement to develop competence and share knowledge
Stream 4:	Delivering services, information, events and training using business-like processes and systems
Stream 5:	Acting as the voice of the lighting profession to government, policy makers and society-at-large



MONITORING PROGRESS AIM 1

How will we know we're achieving our aims?

AIM 1:
To be respected for our professionalism and competence in lighting



We will know we are achieving this aim if:

1. We have a set of competency frameworks that clearly define the knowledge and skills required to achieve professional competence and qualification in lighting
2. We have a digitally delivered membership application, upgrade and competency assessment process that is clearly understood, easily accessible and rigorous
3. We have a growing, diverse membership with a third of the membership professionally qualified and professionally registered
4. Qualified ILP membership is a respected and sought-after mark of professional competence

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MONITORING PROGRESS AIM 2

How will we know we're achieving our aims?

AIM 2:

To be trusted as a source of technical information on lighting by supporting and enabling a diverse and vibrant community of practitioners



We will know we are achieving this aim if:

1. Our peer reviewed consultations with members on technical issues have a positive impact on the development and delivery of sustainable lighting solutions
2. We are recognised as the leading global learned society for lighting research and knowledge transfer
3. We have a clearly articulated technical strategy and core lighting knowledge base that covers the depth and breadth of the lighting profession from engineering to design
4. Peer groups and external stakeholders regularly consult us as a trusted source of knowledge in lighting

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AIM 3:
To deliver value, information and services to members and the professional lighting community 365/24/7 regardless of location using digital platforms

We will know we are achieving this aim if:

1. We have a digital platform that is fit-for-purpose, secure, resilient and delivered via ICT industry-standards using Cloud-based technology solutions
2. Members and other stakeholders can easily access services, information and communication tools to support the development of the knowledge of lighting
3. We have adopted a virtual organisation model that will enable seamless and efficient provision of services to members and other stakeholders



MONITORING PROGRESS AIM 4

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AIM 4:

To secure the future of the lighting profession by encouraging the next generation of lighting professionals to join the industry and equip them with skills and knowledge they need to succeed



We will know we are achieving this aim if:

1. We have a strong influx of new members and a low membership churn rate
2. We have an effective lighting careers outreach campaign that attracts a diverse range of future talent to the profession
3. Our industry partners report a healthy talent pipeline of suitably qualified and competent lighting professionals that supports the sustainable and ethical growth of their businesses



MONITORING PROGRESS AIM 5

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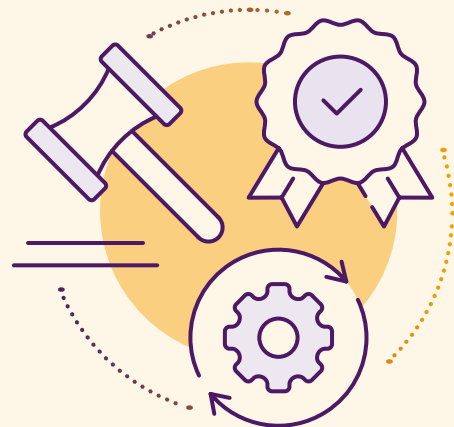
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How will we know we're achieving our aims?

AIM 5:

To ensure that legislation, technical standards, and other legal instruments that impact lighting have sound science, technical knowledge, and good practice as their foundation



We will know we are achieving this aim if:

1. Our best practice documents and technical information are widely adopted by local authorities, consultants, contractors and manufacturers
2. Government and regulators regularly call on us to input and consult on the development of legislation and technical standards
3. We are cited in the media and by peer groups for our knowledge of lighting



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Hopefully you now have a clear view of the Institution’s mission, vision, values, aims, strategic streams of activity and how we will monitor our progress in the next 5 years. We have set out our roadmap for the next chapter in our history.

But this is only the start. To achieve these ambitious goals, we will need to call upon our members and partners for your support, effort and hard work. The Institution has a well-deserved reputation for achieving great things. Since 1924, our members have answered the call to help support their profession to build and maintain its position as a respected and dependable provider of one of the most basic requirements that society has; safely and effectively lighting our world.

Now, as we near our centenary year, we renew that call for you to step forward and volunteer to help us deliver these aims. How can you help and what part can you play? Because only with your help will we be able to ensure that the Institution of Lighting Professions can secure its future and give our successors the same support and guidance as they join us and make their contribution to the lighting profession and to our collective success in the years to come.

Ready to get involved?

Please contact ILP CEO Justin Blades via justin@theilp.org.uk www.theilp.org.uk/strategy2026