



Overview

- A Strategic Plan provides a path for Spectrum to follow over the next three years.
- This path is developed with input from all our stakeholders:
 - The people we support and their families
 - Our staff
 - Our Board of Directors
 - Our community partners and funders
 - Program Teams
- Even if you're on the right track, you'll get run over if you just sit there. (*Will Rogers*)

Planning for Success

Strategic Planning Framework

A framework for strategic planning consists of:

- a vision for our future,
- a mission that defines what we are doing,
- values that shape our actions,
- strategies that zero in on our key success approaches, and
- goals and action plans to guide our daily, weekly and monthly actions.

Planning for Success

Strategic Plan – A Living Document

- Done well, a strategic plan provides a useful focus that energizes and moves the organization toward its mission goals, plus it provides a document to recruit others to the mission. In short, a strategic plan is a valuable guide to focus time, talent, and resources in running a successful enterprise.



Thinking & Exploration

- Rather than incrementally updating the last strategic plan, it is important to spend some time exploring the possibilities



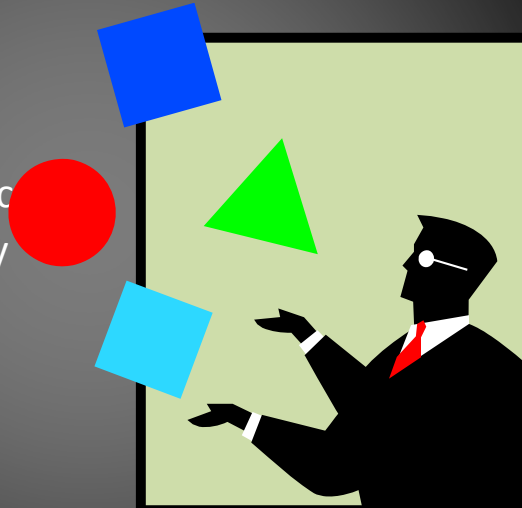
Creating the Plan

- Review our thinking and exploration to determine the priorities.
- [Link to Reference](#)



Strategic Priorities

- (in no particular order)
- Best practices in community service
- Financial Stability
- Leadership
- Strong Teams
- Inclusive Communities



Action Plan

- SMARTER GOALS
 - Specific
 - Measurable
 - Acceptable
 - Realistic
 - Timely
 - Extending our Abilities
 - Rewarding

[Link to Reference](#)



The Plan in Action

- Published in our annual report and on our website
- Action Plans developed to achieve Goals
- Specific Actions assigned to people or teams.
- Annual Report will update our progress towards achieving goals
- You will be helping us achieve our goals



Next Steps

- **Develop a timeline with the Board of Directors**
- **Assign responsibilities**
- **Communicate with stakeholders about their opportunities for participation**
- **Create interim reports**
- **Create draft Action Plan**
- **Review with Stakeholders**
- **Confirm 3 year strategic plan in April 2010**

