

Our Goals and Strategies

Key Result Area	Goals	Strategies
Governance and Management	To ensure the Committee has the skills and expertise that it needs	<ul style="list-style-type: none">• Define and document governance roles and responsibilities• Undertake a skills audit of the Committee• Develop new Committee member induction package
	To ensure that the organisation is sufficiently informed about partnership and merger opportunities	<ul style="list-style-type: none">• Provide annual training for Committee members• Develop a succession plan for key officers of the Committee• Actively recruit new Committee members• Develop criteria to be used in assessment of strategic partnerships and possible merger opportunities
	To maintain and where possible improve financial viability	<ul style="list-style-type: none">• Actively canvas opportunities for strategic partnerships, merger or amalgamation• Maintain the current level of cash reserves
	To incorporate sound planning and risk management processes	<ul style="list-style-type: none">• Develop a zero-based, program level approach to annual budgets• Identify new funding sources including ‘in kind’ support• Encourage industry peak bodies to lobby government for additional funding• Redevelop current Biala Vision to align with ECIS Vision and Key Priorities• Develop and maintain a formal cycle of planning and review• Develop performance indicators for all key activities• Establish a risk management system• Establish a system to monitor the quality of service delivery• Review format and content of Committee reports
Communications	<p>To maintain Biala’s community profile</p> <p>To increase communication with key stakeholders</p>	<ul style="list-style-type: none">• Develop a Speaker’s Kit including key presentation points• Develop a program to address community groups and businesses• Seek feedback from families on programs and services• Ensure effective communication mechanisms with key stakeholders• Develop a communication strategy to ensure that all stakeholders are aware of and understand Biala’s future directions

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Human Resources	To recruit and retain skilled staff	<ul style="list-style-type: none">• Formulate an agency-wide training and development plan• Market ECIS and Biala at Monash University and other relevant tertiary and training institutions
	To introduce a culture of continuous improvement	<ul style="list-style-type: none">• Review level/type of resources required to meet administrative needs• Redress imbalance between numbers of part- and full-time staff• Expand the volunteer base and introduce a volunteer training program• Develop an annual performance review procedure for all staff• Build team spirit and improve staff communication• Review staff satisfaction on an annual basis
Quality Services	<p>To ensure services are aligned with latest research and evidence</p> <p>To develop services that respond to the changing needs of catchments</p>	<ul style="list-style-type: none">• Ensure holistic identification of family needs• Develop more options with community and mainstream services• Provide more services in natural settings such as homes and preschools• Ensure services build parent capacity to care for their child and promote independence in navigating the service system• Continue to engage in local early years’ initiatives• Examine opportunities to extend services to Mornington East, Rosebud West and Somerville/Baxter/Pearcedale

Our Mission

To optimize the abilities of children with developmental delays in the Frankston and Mornington Peninsula areas and to support families to participate successfully in their local community

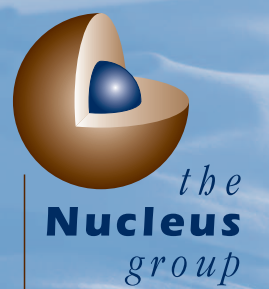
Our Values

- High quality, responsive, family-centered services
- Empowering and supporting children and families to achieve maximum potential
- Respect for individual choice and difference
- Working in partnership with other specialist and universal services
- Maintaining a skilled, effective and committed workforce
- Growing and developing as an organisation

Biala Peninsula

Strategic Plan

2008-2010



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