

EVERYDAY

CareSouth

Strategic Plan 2016 - 2021





Our Personality

Bold
Big hearted
and Determined



CareSouth Strategic Plan 2016-2021

Our Purpose

To influence and support the safety, development and empowerment of children, adults and communities.

Our Vision

To create a positive future for children, young people, individuals, families and communities by providing opportunities in which they can enhance their quality of life.

Our Values

Respect
Accountability
Compassion
Integrity
Inclusion

Key Success Factors

1. Research, Education and Evidence

Become an organisation
that leads quality practice
and informs others





We will do this by:

- Growing our knowledge
- Being an evidence informed and informing organisation
- Building our capacity
- Establishing internal and sector learning and development opportunities
- Developing and implementing research, education and evaluation strategies
- Sharing our expertise

CareSouth
Strategic Plan
2016-2021

Key Success Factors

2. Boldness and Innovation

Demonstrate boldness and innovation in our work

We will do this by:

- Developing and establishing a community hub model
- Delivering individualised supports at all our entry points
- Developing a flexible, adaptable and highly responsive workforce
- Building reliable, integrated, cutting edge organisational systems
- Evolving our brand
- Implementing person centred focus in service design

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Strategic Plan
2016-2021



Key Success Factors

3. Business Development

Grow and develop our business through new opportunities and increased capacity

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Strategic Plan
2016-2021





We will do this by:

- Building strong relationships with Aboriginal organisations and communities
- Growing relationships across the sector at all levels of government and in the community
- Increasing capacity and sustainability
- Identifying and responding to key business opportunities
- Ensuring robust systems are embedded in practice
- Managing consolidation and growth
- Developing a regional structure that will strengthen the delivery of consistent, high quality services
- Delivering services in areas of identified need
- Designing new programs and continuing to enhance existing programs
- Diversifying funding streams
- Implementing responsive internal support and service systems
- Growing and expanding into our footprint and in other areas

Key Success Factors

4. Leadership

Become a recognised leader in our sector



We will do this by:

- Demonstrating leadership in our sector by the way we implement evidence based best practice
- Showing sector leadership in the way we safeguard the wellbeing and development of children and young people and their families through our programs and unique engagement opportunities
- Demonstrating leadership in environmental concerns
- Acting in all we do with a social conscience and as a responsible member of the communities in which we work
- Ensuring that we participate proactively and collaboratively in issues involving social change and reforms
- Developing a highly skilled, resilient, diverse and inclusive workforce

Key Success Factors

5. Social Change

Promote and influence positive social change and social justice

We will do this by:

- Engaging with the external policy and reform agenda
- Challenging traditional thinking
- Advocating and educating the community and the sector
- Developing a person centred focus in service design
- Building a diverse and inclusive workforce






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Strategic Plan
2016-2021

Strategic Plan **Implementation, Monitoring and Review**

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Strategic Plan
2016-2021





CareSouth recognises that monitoring the implementation of our strategic plan is vital. It assures we remain on track and we are achieving our quantified objectives. It also allows for fine tuning of strategies where necessary to achieve our strategic direction.

We will review against the Key Success Factors and Indicators within:

- The Strategic Plan
- Operational Plan, and
- Program Plans

We will review in a number of ways:

- Monthly reporting against Key Success Factors and Operational Plan indicators
- The inclusion of Key Success Factors as a standard agenda item in all staff meetings
- Inclusion of Key Success Factors within our quarterly review cycle
- Operational and Program indicators will be reviewed regionally twice a year and reported to the Strategic Leadership Group in May and November

- The Strategic Leadership Group will formally review the Strategic and Operational Plan twice a year and report against the indicators in June and December
- The review will be reported to the Board and progress celebrated at the all staff development days
- Updates will be reported in our Everyday Connect internal newsletter
- Awards and recognition will be linked to the five Key Success Factors
- Reporting against the Strategic and Operational Plan Indicators will be included in Annual Reports, and
- CareSouth's Strategic Plan objectives are assessed annually within the CEO review



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