

Strategic Plan



2017 to 2020

Developed with assistance from
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Vision

A community where all people have the power and freedom to determine the life they want.

Mission

Our purpose is to support people with disabilities to build better lives in their community. We do this through partnerships, innovation and education.

Values

- Leadership
- Learning Culture
- Innovation
- Partnerships

Strategic Direction 1

Advance our Community First Philosophy by joining forces with new and existing partners to expand opportunities and produce rewarding results for people and their families

- Co-design personalized supports that respond to the needs and circumstances of each person - always taking the approach of linking people with general community supports and services first, and specialized next
- Be intentional about making connections with new and existing community partners to support the achievement of people's goals
- Be deliberate about identifying and honouring the diversity of the people who CLPS supports, and who are recruited as employees and volunteers

Strategic Direction 2

Move forward with succession planning and growing the next generation of leaders to meet the challenges and opportunities of the future

- Develop and implement a formal leadership succession plan
- Continue to grow and develop the leadership and management skills of the next generation of leaders

Strategic Direction 3

Transform CLPS business practices to align with the shift to direct purchasing and providing of personalized and inclusive supports

- Identify which of the organization's business practices need to change to align with a shift to a direct funding model
- Raise CLPS' profile and competitive advantage
- Provide employees with education on a customer-focused approach to supports, and keep them informed of changes to business practices
- Improve methods to measure, evaluate and report on impact of actions taken to address strategic goals, and the goals of people supported

Strategic Direction 4

Lead the way in providing creative and innovative supports

- Co-design new and innovative supports to meet the different needs of people. Pay particular attention to: the growing number of young and ageing people and families, developing new housing options, and giving additional consideration to the role of technology in creating innovative supports
- Adopt innovative practices (educate staff, build creative problem solving skills, take calculated risks) and identify and remove any existing internal barriers to innovation
- Be bold by creating and responding to opportunities to establish CLPS as a leader in providing innovative supports for people and families