## Headway Gippsland – Strategic Planning Workshop 15 August 2024

Black text is draft strategic plan, red text are the contributions from 15 August Workshop and green are notes.

**Our Participants**

~~1.1 Headway Gippsland is recognised as the leading specialist ABI provider in Gippsland.~~

~~1.2 Services are expanded and innovated in response to system changes and emerging needs~~

1.1 Expand services outside of NDIS

1.2 Headway Gippsland is recognized as an innovative and expanding service provider that responds to system changes and emerging needs

May I suggest that 1.1 red – is realised through 1.2 red. We could have 1.2 red as the singular initiative for this pillar.

**Our People**

~~2.1 Our average staff retention increases to \*\*.~~

~~2.2 The culture of Headway Gippsland is recognised as being values based.~~

2.1 We will train, support and develop our workforce to meet current and future needs of our services

2.2 Headway Gippsland is an employer of choice where people want to work

Ideally we wouldn’t use 1st person in the wording for 2.1 – May I propose:

Headway Gippsland will enhance training, support, and development to ensure the workforce is well-prepared to meet both current and future service needs

**Sustainability**

~~3.1 \*\* % year on year increase revenue from alternative funding streams~~

~~3.2 Headway Gippsland Management Framework is actively utilised in decision-making.~~

~~3.3 Continuous improvement of organisational oversight~~

3.1 Diversify Headway Gippsland with the long-term objective of financial sustainability.

**Our Connected Community**

~~4.1 Headway Gippsland influences policy development across the three levels of government~~

~~4.2 Communication strategy is developed by June 2025 that provides a proactive approach to engaging with participants and the wider community.~~

~~4.3 Community engagement reflects our leadership in Gippsland.~~

4.1 Headway Gippsland has a proactive approach to engaging with participants and the wider community.

4.2 Engaging our community to respond to changing needs

May I suggest the following wording for 4.1 Enhance proactive engagement with participants and the broader community to respond to changing needs.

**What opportunities could Headway Gippsland explore?**

|  |  |  |
| --- | --- | --- |
| Score | Idea | Notes |
| 7 | Driving Service – aged and disabled | Red dot |
| 7 | RTO/Professional Development Programs/Courses |  |
| 6 | Aged Care Provider / Packages | Red dot |
| 5 | Accessible travel/accommodation services |  |
| 5 | Opportunity Shop - participants increasing their skills |  |
| 3 | School Leavers program |  |
| 2 | Payroll Out-sourcing for other providers | Red dot |
| 2 | Social enterprise – House cleaning |  |
| 2 | Dog treats – Supported employment | Red dot |
| 1 | Riding for the Disabled - |  |
| 1 | Partnership with Housing Provider to do service provision |  |