



**Empower
Simcoe**

BE • BELONG • THRIVE

2022-2025 STRATEGIC PLAN

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2022-2025 Strategic Plan at a Glance

Our Vision: We believe everyone deserves the opportunity to live a self-fulfilling life.

Our Mission: Empowering people to lead a meaningful and inclusive life. We are a welcoming organization that provides everyone with the opportunity to Be, Belong, and Thrive.

Service Excellence A leader in providing innovative and exceptional services that continue to evolve into the future.	Our People and Culture A high performing organization with exceptional people able to adapt and provide excellent supports and services.	A Strong Partner An organization that responds to emerging community needs through strategic partnerships.
<ul style="list-style-type: none"> Actively listen to the voice of people supported to better understand their needs Proactively respond to the needs of people supported in our communities to extend our service offerings Build effective communication mechanisms both internally and externally 	<ul style="list-style-type: none"> Become an Employer of Choice by transforming HR practices, with a focus on recruitment & retention, equity, diversity & inclusion, and talent management Promote a culture that celebrates and recognizes contributions of employees, volunteers, people supported and stakeholders Become a more unified organization with an engaged and empowered workforce 	<ul style="list-style-type: none"> Develop and implement a partnership strategy which will demonstrate a positive "partnership ROI" Be an active partner in community planning and other strategic tables
<p>Our Core Values: Driven Accountable Respect Community</p>		

Strategic Direction # 1: Service Excellence

A leader in providing innovative and exceptional services that continue to evolve into the future.

1. Actively listen to the voice of people supported to better understand their needs.

- A. Create Listening Forums**
- B. Establish Goal Planning to Improve Quality of the Experience and Outcomes for People Support**
- C. Educate Employees in Goal Planning and New Approaches to Supporting Individuals and Families**

2. Proactively respond to the needs of people supported in our communities to extend our service offerings

- A. Expand Offering for Those with Complex Care Needs**
- B. Implement Technology Solutions to be a More Responsive Organization**

3. Build effective communication mechanisms both internally and externally

- A. Update and Fine Tune Communications**
- B. Build Brand Awareness and Strengthen the Organization's Reputation with Employees and Communities (Empower Simcoe presence in the community is built on the excellence of employees in the community, their pride in their work, and their external connections to community)**

Strategic Direction #2: Our People and Culture

A high performing organization with exceptional people able to adapt and provide excellent supports and services.

1. Become an Employer of Choice by transforming HR practices, with a focus on recruitment and retention; equity, diversity and inclusion; and, talent management.

- A. Celebrate all people, all cultures – including Indigenous people, LGBTQ2S+ and all others
- B. Develop a robust recruitment, retention and onboarding program for all new employees
- C. Develop an Organizational Development approach/portfolio to support continuous learning

2. Promote a culture that celebrates and recognizes the contributions of employees, volunteers, people supported and stakeholders.

- A. Create a program of organizational celebration

3. Become a more unified organization with an engaged and empowered workforce.

- A. Create a system of continuous communication

Strategic Direction #3: A Strong Partner

An organization that responds to emerging community needs through strategic partnerships.

1. Develop and implement a partnership strategy which will demonstrate a positive "partnership ROI".

- A. Empower Simcoe will Explore New Opportunities for Partnership, particularly:
- B. Empower Simcoe will Seek out Community Partners and Volunteers
- C. Communication Strategies about Partners
- D. Empower Simcoe will collaborate with Clinical Partners to Support Diverse Needs.

2. Be an active partner in community planning and other strategic tables.

- A. Invest in communications resources
- B. Enable Employees to Actively Contribute to Community Planning Table