

Title

Organizational Strategic Plan Policy

Effective Date

November 4, 2015

Replaces

N/A

Rationale

Strategic planning is based on the belief that the successful development of an organization is the result of finding the right fit between its internal strengths and weaknesses and the external opportunities and threats stemming from the environment. To be effective, Cambrian College must be responsive to its ever-changing environment and place emphasis on understanding the drivers of change and adapting its decision making processes accordingly.

The Strategic Plan provides a vision to direct the College's work and sets priorities to align its organizational mission and values. The Strategic Plan also identifies goals and objectives with measures that ensure it is meeting expectations, communicating its efforts and fulfilling its potential.

The Board of Governors is accountable for the development and maintenance of the Strategic Plan. The purpose of this policy is to articulate how College staff will support this critical function.

Policy sections

Cambrian College will establish an ongoing strategic planning process by which it translates its mission and values into actionable and measurable goals, strategies, and implementation plans at a minimum every 5 years.

The process will be transparent to, and inclusive of, all College stakeholders. The President will be accountable for guiding its construct and review to ensure quality assurance and effective management.

The strategic plan provides direction for both long and short-term decision-making by the Board of Governors and Senior Leadership Team to fulfill the mission of the organization. This framework governs identification of priorities for ongoing organizational development of relevant and sustainable programs, services, capital investments, facility renewal, philanthropy, and human resources.

The strategic plan directs and underpins all policy and process development with an expectation of accountability and quality assurance.

Utilizing an inclusive engagement approach that considers critical environmental factors and assumptions about the future, the strategic planning process maintains the following minimum outcomes.

- Vision
- Mission
- Values
- Strategic Priorities
- Goals and Strategies
- Objectives and Tactics
- Strategic Performance Measurement Plans
Implementation and/or Action Plans