

Strategic Targets

Target 3



CAPACITY DEVELOPMENT

We aspire to be the employer of choice, for a workforce which reflects the values and goals of our corporation. To continue to thrive, we must ensure the development and capacity building of our team. In achieving this, each member of our team shall have the opportunity to reach and exceed their potential, while still providing substantial benefits for our clients.

We must attract, grow and retain goal driven staff and volunteers, who share our values and understand how they contribute to achieving the FORWAARD vision and mission.

The strategies we need to aid us in meeting this target are:

- ✓ Build and maintain a robust and stable Board of Directors, to ensure successful governance.
- ✓ Invest in professional development opportunities for our staff and volunteers which encourages individual innovation and career aspirations
- ✓ Develop an Executive Director and Senior Leadership Group succession plan which will extend beyond 2023
- ✓ Provide staff training which is culturally appropriate so that interacting with all people can be realised
- ✓ Develop an internal career process which encourages existing staff to progress within our organisation.
- ✓ Develop a recognition process, which celebrates longevity and best practice processes amongst our staff and volunteers