

Strategic Directions – 3 years (2013-2016)

Guiding Principle:

Always keeping our eyes on the ever-changing environment & evolving needs; potential opportunities; and the priorities of the SWLHIN we will:

- **Deliver clinical excellence** in community-based addiction treatment
 - Seeking out new and maintaining existing partnerships
 - With an openness to opportunities that foster integrated service delivery
 - Moving forward with a health equity focus/lens
 - Educating about the benefits of community-based treatment
 - Developing a Quality Improvement Plan

- **Develop and sustain excellent staff and volunteers**
 - Embedding a culture of ongoing development for staff and volunteers at all levels including providing solid orientation, superior training and ongoing staff/volunteer development as well as providing cross training when possible
 - Retaining and nurturing competent and passionate individuals
 - Building a service delivery model including alternative approaches in emerging practice to healing and recovery based on staff skills, talents, expertise and interest
 - Enabling staff to bring complementary talents and interests
 - Providing compensation that attracts qualified staff and allows them to choose to grow with us
 - Developing and implementing a succession and leadership development plan

- Attain high standards in policy and practice **that results in accreditation**

- Through the Possible Campaign and with the leadership and support of the Foundation, **educate the larger community** about addiction and recovery

- **Increase organizational health**
 - Strong Governance as leadership
 - Maintain stability in the midst of innovation through intentional program development
 - Strong risk management practices
 - Consistent and effective evaluation
 - Embedding best practices regarding documentation and record keeping
 - Ensuring top quality data

- Continue to **pursue and solidify funding** and other opportunities that match our overall mission and vision
 - Focusing on annualized funding