

## Strategic Discussion: Excellent leadership: Deliberate in all planning

**Statement:** The Board's vision informs our planning and enables strategic, careful, unhurried consideration to be given to future events and circumstances. The Board therefore plans to hold a series of discussions on important topics to ensure it describes its visions and aspirations for our Association. Ideally our planning allows us to operate in an organised and efficient manner, providing us the ability to introduce change in a managed, timely way. It positions us well to take advantage of opportunities that may arise. Our planning has to allow us the flexibility to change tack as required and give us the opportunity to invest our employees with the ability and skills needed to respond proactively to change. One of the key elements of good planning is that it should be founded on quality information, experience and research - an attitude of open inquiry is important. One of the Board's key functions is to monitor and review the outcomes of the Associations' planning to establish progress against long term goals. Deliberate planning should inspire a sense of confidence and continuity. It should be consistent with our stated organisational values.

Area	Ensure:	Further Initiatives to be explored
Strategies	<ul style="list-style-type: none"> <li>• Target support and PD to where it is needed</li> <li>• Ensure the links between our strategic, annual and kindergarten planning is visible and coherent</li> <li>• Prepare annual, strategic, financial, marketing and communication plans</li> <li>• Manage Risk</li> <li>• Succession planning</li> <li>• Political lobbying as advocates for children</li> <li>• Adopt an attitude of proactive planning for the future</li> </ul>	
Board engagement	<ul style="list-style-type: none"> <li>• Commit to development of Strategic Plans</li> <li>• Participate in regular strategic discussions to help inform our planning</li> <li>• Envisage the future</li> <li>• Consider information from a range of sources and perspectives</li> <li>• Plan for change</li> <li>• Commit to participation with community meetings</li> </ul>	
Staff	<ul style="list-style-type: none"> <li>• Have opportunities to consult</li> <li>• Are equipped with the skills needed to plan and implement change</li> <li>• Involvement with Communities of Learners</li> </ul>	
PD	<ul style="list-style-type: none"> <li>• Build change management capability</li> </ul>	
Monitoring	<ul style="list-style-type: none"> <li>• Occurs through a range of mediums such as ERO reports, in house surveys, community meetings, enrolment and retention rates, financial records, management reports to the Board</li> </ul>	