Strategic Planning Domain – Group Discussion Prompts

Group discussion of each of the domains in the ESTA will assist organizations to further examine the domain. ***During discussion, consider potential actions that may be undertaken to make further progress in the transformation process.***

- Review the agency's strategic plan and identify the stakeholders/participants who are involved in the planning process. Have all considerations been identified and vetted for inclusion in the plan? Are all key stakeholders involved in the process? For those not directly involved, how is input solicited and incorporated?

- Transformation/change in one area of an organization inevitably has an impact on other areas of the organization (e.g. common philosophy/approach; program structures). Discuss how an agency-wide strategic plan can reflect the impact that this transformation may have on other programs and/or services provided by the agency. Include discussion of any steps that have been taken or are planned to address any anticipated challenges, adverse impacts, and new opportunities and how these areas are incorporated into the overall agency strategic plan.

- Review the steps the agency has taken to begin the transformation of the Work Center (if applicable) into options for an integrated sustainable business model. Discuss how these steps are connected to an overall direction and the agency-wide strategic plan. Discuss how the agency incorporated planning for the population of current Work Center program enrollees who may not wish to transition to new employment opportunities into its overall strategic planning process (e.g. development of new program options and the fit with the agency's overall strategic direction), as well as future individuals the agency may serve or employ.

- Review how strategic planning fits within the agency's overall CQI process. How does the plan align with the agency's Mission, Vision, and Values? Discuss what has been learned, the way challenges have been addressed and any outcomes that have been achieved.