

Strategic Plan 2021 – 2025

Strategic Priorities



St John of God Hauora Trust

The key initiatives for FY24 - from 1 July 2023 to 30 June 2024.

4. Strengthening our Culture

Our caregivers are supported and inspired to deliver our shared Mission. Our culture will be grounded in accountability, subsidiarity and innovation is encouraged. We respect the dignity of each person and foster an environment where we keep each other safe. We will enhance hauora for mana whenua in our shared commitment to Te Tiriti o Waitangi.



OBJECTIVES

- Behaviours and actions fully reflect the values we say are important
- Caregivers have capability and capacity to deliver
- Better outcomes to the people we support
- Caregivers are satisfied and motivated
- Development of leadership, managers and caregivers – maximizing the talents of each person

MEASURES OF SUCCESS

- Performance against Performance Development Plans
- Caregiver recruitment and retention
- Caregiver Engagement Survey
- Reduction in caregiver complaints
- ECE Leadership Capability Framework

#	INITIATIVE	RATIONALE	SPONSOR
SC1	Extend development planning framework	Investment into the development of staff enables quality service delivery.	CYCS/ECE
SC2	Implement workforce development plan with a focus on frontline delivery of care leadership	Ensure all caregivers in Health and Ability Services are supported to meet practice competencies and enhance capability.	HAS
SC3	Improve caregiver engagement	Promote collaboration and engagement across our services, connecting caregivers with their role in the broader strategic plan.	SJGHT
SC4	Access for leaders and emerging leaders for leadership development opportunities	Ensure leadership development is a central focus of professional development.	SJGHT
SC5	Build a culture of care, support, development and leadership	Investing in staff culture creates an environment that is more than the sum of its parts, and is supportive of wellbeing.	HAS
SC6	Embed Mission and Formation training for leaders	Ensure we build capability to support caregivers to understand and realise our shared Mission and Vision.	SJGHT
SC7	Strengthen our Health, Safety and Wellbeing culture	Health, Safety and Wellbeing is enhanced when caregivers are actively involved in processes.	CYCS
SC8	Purposefully utilise a collective leadership approach	Supporting frontline staff through collective leadership approach from delivery to strategy.	CYCS
SC9	Implement a robust frontline leadership model	Enable and develop our frontline managers to deliver leading care.	HAS

OUR MISSION:

To continue the healing Mission of Jesus.



Manaakitanga
Hospitality



Aroha
Compassion



Whakaute
Respect



Tika
Justice



Hiranga
Excellence

OUR VALUES:

OUR VISION:

We are recognised for care that provides healing, hope and a greater sense of dignity, especially to those most in need.