



DIVERSITY SOUTH

CREATING A FULFILLING LIFE FOR PEOPLE WITH DISABILITY

VISION:

Creating a fulfilling life for people with disabilities in our community.

MISSION:

To give individuals a voice and support so that they can reach their full potential as accepted and valued community members.

STRATEGIC PLAN 2017 - 2021

VALUES:

- Quality:** Enabling the highest standard of life for each individual through a person centred approach.
- Excellence:** Continual improvement of every aspect in the organisation and the service we provide to our individuals.
- Visionary:** Having the courage to meet the challenges of the future and effect change for people with disabilities.
- Mutual Respect:** Fostering a respectful environment in which everyone is heard.





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STRATEGY

BUSINESS PLAN

EXPECTED OUTCOMES

Develop the organisation's capacity to provide quality, innovative and flexible services with a person centred approach.

- Effectively meet the needs of people with disability, families, other stakeholders and the organisation.
- Respond to the changing needs of individuals supported by the organisation by developing new models of support.
- Build and develop resources to further quality service provision.

- People with disability develop to their full potential, reach their goals and live the lifestyle of their choosing in their community.
- Individuals' needs are defined and met through a person centred service delivery.
- Positive, consistent and mutually respectful relationships with individuals, families and other stakeholders.
- Individuals' changing and future needs will effectively be supported by the organisation.

Build community awareness and engagement for people with disability.

- Engage the community to increase participation opportunities for people with disability.
- Enhance strong community relationships through organisational presence to promote the value of people with disability.

- People with disability reach their full potential as accepted and valued community members.
- Recognition of the contribution people with disability contribute to the community.

Demonstrate innovative service delivery in the disability sector.

- Continuous development of processes and procedures.
- Research new options in developing technologies to enhance service delivery.
- Maintain presence in peak body organisations.

- Increased efficiency and excellent service delivery for our individuals.
- The organisational culture promotes innovation and knowledge sharing.
- Promotion and knowledge of new ideas and services.

STRATEGY

BUSINESS PLAN

EXPECTED OUTCOMES

Develop a passionate and high performing workforce to enrich the lives of our individuals.

- Build capacity to support and develop professional skills for all staff.
- Enhance communication within all levels of staff building a collaborative and supportive organisation.
- Continuous development of the organisation's induction and buddy system to increase knowledge sharing.
- Build a strong support culture that ensures all staff and management reach their potential.
- Evaluate the performance and cultural development of the organisation.

- Continued consistency and quality in service delivery.
- Increase in effective communication and information sharing.
- Broadened skill range and knowledge sharing.
- Increased understanding of processes and procedures by staff.
- Improved outcomes and lifestyle choices for individuals.
- The organisation will have a strong work culture which is highly professional and promotes collaboration, shared success and unity.

Build a diverse and high performing board.

- Include a diverse range of board members inclusive of age and skills.
- The board embodies the culture of the organisation and seeks continual improvement and excellence in all decisions and organisational outcomes.

- New and innovative ideas to drive the organisation into the future.
- Board decisions will reflect the needs of people with disability and the organisation's values.

Continued financial sustainability of the organisation.

- Provide the board with timely and accurate financial information.
- Develop the organisation's capacity for future sustainable growth.
- Continued best practice and excellence for the organisation's financial management.

- Board has the ability to make informed decisions around future growth and purchase of assets including community based homes while maintaining sustainability.
- Ensuring a high quality of life for those who are supported by Diversity South now and in the future.
- Confidence for all stakeholders in financial decisions made by the organisation.

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