

# Strategic Plan 2021-2025



**HomePlace**  
LIFESTYLE SUPPORT  
FOR INDIVIDUALS WITH A DISABILITY

## Values



### Respect

Regard for the unique identity of the individual.



### Safety

Protection against abuse, violence, neglect and exploitation.



### Trust

Being honest and reliable.



### Partnership

Achieving outcomes by working together.

## Vision

HomePlace sets the standard in providing responsive, personalised, empowering support for people with intellectual disability.

## Purpose

To support independence and inspire confidence in people with disability to live engaged and meaningful lives that communities value.

## Strategic Objectives

We will continue to prioritise providing the highest quality, participant-designed supports through investing in committed, consistent, compassionate, and trusted relationships with participants and their families/friends and advocates, and, through developing a network of values-aligned service partners.

We will support, shape, and grow connections with inclusive communities in partnership with the participants we support and their allies, empowering participants to live every day with purpose, and a sense of belonging.

# Strategic Priorities



## Strategic Goal 1 **Quality at the Core**

Our priority will remain the achievement of positive and lasting outcomes with each participant through the provision of supports designed by them and delivered with kindness and skill. This will be the primary focus of everything we do. We will strive to continuously improve the quality of our services, and shape community connections and roles with each participant we support.



## Strategic Goal 2 **Growing the 'HomePlace community' and supports**

We will welcome more participants into the 'HomePlace community' when we are confident that we can deliver supports to every HomePlace participant consistently in the 'HomePlace Way', with quality, and in connection with our partner services.

### **Objectives**

- a. Demonstrate improvements in our practices, systems, and processes through improving support, measuring outcomes, and communicating stories of participant success, by applying learnings and feedback from participants, families, and stakeholders; and from research and thought leaders.
- b. Implement continuous improvement activities, that target positive experiences and outcomes, including developing roles with participants that are valued by communities.
- c. Design and implement a structured learning management system and approach, with staff training and development priorities including social role valorisation, the 'HomePlace Way', best inclusion practices, Circles of Support, and NDIS standards.

### **Objectives**

- a. Increase the positive difference that HomePlace makes to the lives of people with disability, through increasing the number of participants we support by approximately 10% each year.
- b. Increase the positive difference that HomePlace makes to participants, through increasing the range of supports they can access via HomePlace directly or via our service partners, including therapeutic supports, and employment supports.
- c. Investigate the establishment of a HomePlace volunteer service, including opportunities for volunteering for participants.



### Strategic Goal 3

## Partnerships and Collaborations

We will develop formal and informal partnerships and collaborations with organisations whose cultures and values are HomePlace-aligned and where they can provide services that provide greater opportunities for participants to grow in their life experiences, purpose and sense of community belonging.

#### Objectives

- a. Establish at least one formal partnership/ collaboration per year with organisations that share HomePlace values and will provide services that compliment and improve the lives of participants supported by HomePlace.
- b. Establish an alliance of service partners/ collaborators to achieve a voice of influence and advocacy on sector policy making, and NDIS evolution.
- c. Establish a network of training organisations to expand and diversify the number and talents of our workforce.



### Strategic Goal 4

## Thriving over the long term

We will continue to build the capacity and capability of our organisation, enabling the continuation of our relationships and support of participants through their life journeys.

#### Objectives

- a. Ensure operating surpluses each year, to facilitate reinvestment into improved quality of supports, and innovation in practice.
- b. We will implement, integrate, and gain value from service and business performance systems, processes, and practices, particularly in the use of enabling information technology.
- c. We will implement and measure the impact of our HomePlace People strategy that aims to ensure a talented, resilient, diverse, adaptable, learning, growing and skilled workforce that demonstrates HomePlace values and invests in authentic relationships with the participants we support every day.



*Strategic Goals for 2021-2025*

