

# STRATEGIC PLAN

2024 - 2027

Relationships Australia<sup>®</sup>

TASMANIA

*Willing to serve*

Working with and alongside others, doing what needs to be done.



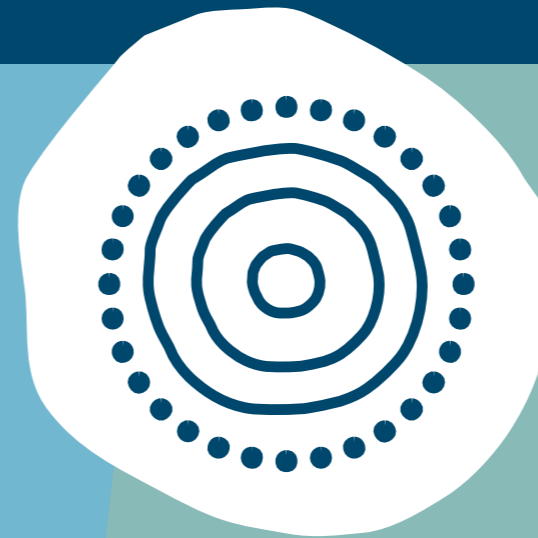
*People matter*

Everyone has a story, we value diversity in all its forms.



*In it together*

We all show up to take on challenges and celebrate the wins.



*Looking forward*

Anticipate tomorrow, create the change you want to see.



# STRATEGIC PLAN

2024 - 2027

*'Working to create a connected and respectful Tasmania.'*



TASMANIA

	IMPACT GOAL Impact-driven Service Delivery	IMPACT GOAL Amplifying our Expertise	IMPACT GOAL Growth with Purpose	ENABLING GOAL Strengthened Internal Capability	ENABLING GOAL Enabled by Evidence and Research
GOAL STATEMENT	We design and deliver contemporary, inclusive service solutions, matching our level of intensity and modality to the evolving needs of individuals and communities. Our services are co-designed by people and lived experience and evaluated for impact as we go.	We're leading in the use of media, digital and social activity to influence public policy, and present trusted research and solutions to the societal pressures people are talking about.	We strategically grow to support more Tasmanians across the state, meeting their current and emerging needs. Our growth supports our sustainability, and our ability to trial, pilot and scale solutions for the future.	We attract, develop and retain a skilled and diverse workforce. As Tassie's most respected work culture, we have a strong employee value proposition that ensures we respond to needs with agility, supported by effective systems and internal communication.	We have internal systems and external partnerships which increase our capability and capacity to utilise evidence and research to inform best practice and enable us to respond to current and emerging trends.
STRATEGIC INITIATIVES	<ol style="list-style-type: none"> <li>1 Embed Grief and Loss support into all RA Tas' services.</li> <li>2 Establish the GriefCare Service.</li> <li>3 Develop co-designed, tiered model of service for a mental health program and pilot and evaluate it for impact.</li> <li>4 Design and pilot low intensity interventions.</li> <li>5 Establish services to address the impact of loneliness and improve social connectedness including Groups 4 Health.</li> <li>6 Utilise our expertise to provide services to children and young people in out of home care and their carers.</li> <li>7 Pilot the delivery of the Rize Above program.</li> </ol>	<ol style="list-style-type: none"> <li>1 Develop solutions for government to address current and emerging societal pressures.</li> <li>2 Deliver targeted initiatives to the Tasmanian community about key issues affecting society and how these can be addressed.</li> <li>3 Deliver a campaign to position the RA Tas brand in a way that the community sees us as an innovative and respected organisation.</li> <li>4 Utilise think tank events to bring together key stakeholder on issues of strategic importance to RA Tas to identify solutions and initiatives.</li> <li>5 Create opportunities to engage key stakeholders in experiences that deepen their understanding of our work.</li> </ol>	<ol style="list-style-type: none"> <li>1 Identify areas of emerging challenge for communities and develop a service response.</li> <li>2 Establish an internal venture capital model for the prototyping and piloting of new initiatives.</li> <li>3 Grow RA Tas' reach through targeted merger and acquisitions.</li> <li>4 Establish a model to identify existing services that can be scaled up.</li> <li>5 Develop and implement training modules for delivery in workplaces using the RA Tas Organisation Wellbeing brand.</li> <li>6 Develop and implement training modules for delivery in workplace using the RA Tas organisation wellbeing brand, including the development of a solution for businesses to respond to psychosocial safety of the workforce.</li> </ol>	<ol style="list-style-type: none"> <li>1 Review and scope the client management system requirements so that a new system will meet the needs of our people and clients.</li> <li>2 Create a highly engaged staff consultation committee that drives a strong employee value proposition.</li> <li>3 Utilise LEAN methodology to create efficiencies and standard ways of delivering services.</li> <li>4 Create a workforce that is diverse, psychologically safe, and allows our people to do their best work.</li> <li>5 Utilise AI and other technological solutions to reduce the level of administration our people are required to undertake, freeing them up to do what they do best, providing support to the Tasmanian community.</li> </ol>	<ol style="list-style-type: none"> <li>1 Embed a robust system to collect, analyse and use current and future data to support decision making and respond to emerging needs.</li> <li>2 Establish research partnerships.</li> <li>3 Develop social impact measures and report on these regularly.</li> <li>4 Establish best practice and therapeutic frameworks to be applied to new work.</li> </ol>