

STRATEGIC PLAN

2024 - 2027

Relationships[™]
AUSTRALIA • TAS

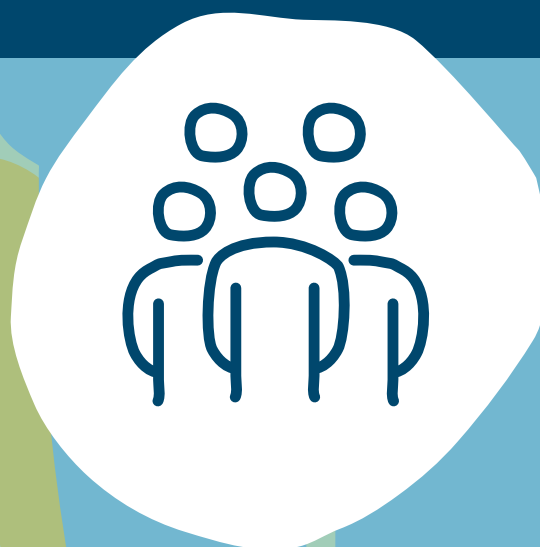
Willing to serve

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



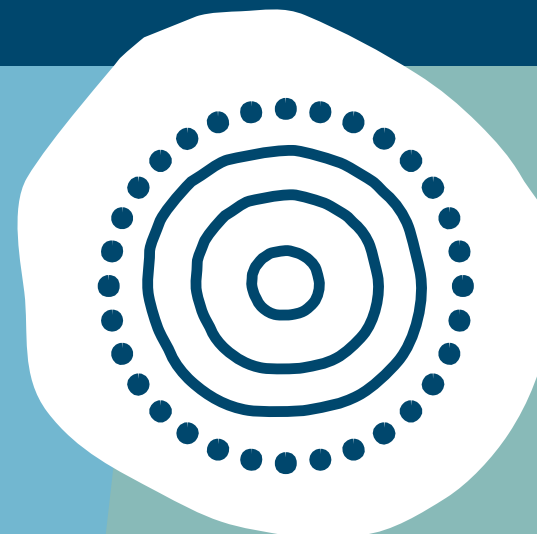
People matter

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.'*



	IMPACT GOAL	IMPACT GOAL	IMPACT GOAL	ENABLING GOAL	ENABLING GOAL
	Impact-driven Service Delivery	Amplifying our Expertise	Growth with Purpose	Strengthened Internal Capability	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">1 Establish the GriefCare Service.2 Develop co-designed, tiered interventions and pilot and evaluate them for impact.3 Establish services to address the impact of loneliness and improve social connectedness.4 Utilise our expertise to develop initiatives that support children and young people to develop personal resilience, respectful relationships and connection to community.	<ol style="list-style-type: none">1 Develop solutions for government to address current and emerging societal pressures.2 Position the RA Tas brand in a way that the community sees us as an innovative and respected organisation.3 Bring together key stakeholders on issues of strategic importance to RA Tas to identify solutions and initiatives that deepen their understanding of our work.	<ol style="list-style-type: none">1 Identify areas of emerging challenge for communities and develop funded service responses.2 Grow RA Tas' reach through targeted mergers and acquisitions.3 Develop and implement training modules for delivery in workplaces using the RA Tas Organisation Wellbeing brand.4 Advocacy for existing services to expand reach.	<ol style="list-style-type: none">1 Review and scope client management system requirements to meet the needs of our people and clients.2 Create a highly engaged staff consultation committee that support a workforce that is diverse, psychologically safe, and allows our people to do their best work.3 Utilise LEAN methodology to create efficiencies and standard ways of delivering services.4 Utilise AI and other technological solutions freeing people up to do what they do best, providing support to the Tasmanian community.	<ol style="list-style-type: none">1 Embed a robust system to collect, analyse and use current and future data to support decision making and respond to emerging needs.2 Establish research partnerships.3 Develop social impact measures and report on these regularly.4 Establish best practice and therapeutic frameworks to be applied to our work.