



Helping People Help Themselves

## STRATEGIC PLAN FOR GREATER MARLBORO PROGRAMS, INC.

### Executive Summary

Over the course of several months, Greater Marlboro Programs, Inc. (GMPI) facilitated an in-depth strategic planning process to devise a strategic plan with three major components:

1. The development of the Board of Directors as an effective oversight and policy setting body that will serve as the “driver” setting the course and following the roadmap developed through the strategic planning process;
2. The input of our stakeholders as to where the road map and the Board should be taking us; and
3. The development of a comprehensive strategic plan incorporating the input of the Board and the stakeholders, with specific action steps outlined for the first year as well as over subsequent years.

The steps involved in this strategic planning process included:

- Pre-assessment and preparation
- Gathering input from clients, families and other stakeholders
- A full day Retreat with the Board and designated staff
- Submission and approval by the Board of a final strategic plan and workplan

GMPI’s strategic planning process began with the creation and distribution of a survey to all board members, staff, and consumers. The rate of participation was 60% from consumers, 81% from staff and 73% from board members. The summary results of the surveys were used to focus and stimulate discussion at the all day retreat and ongoing. In the strategic planning process, the organization tackled three major areas: strategic; services; and personnel, and the Strategic Plan is likewise divided into those three major areas.

The Strategic Plan includes the following **key objectives** on which GMPI will focus in the coming years:

- 1) to be clearer about the mission and “getting the word out” more about who GMPI is and what GMPI does;
- 2) to expand communication to consumers, families, and communities;
- 3) to expand services within MetroWest;
- 4) to establish “GMPI” as the “brand”, and tying it to a tag line (perhaps eventually having the letters mean something else);
- 5) to develop employment and aging services; and
- 6) to provide services to those who have special needs, including focusing more on those within the Autism Spectrum.

A **Workplan** was developed detailing specific action steps to be taken in order to achieve the objectives, along with the timeline for each. If you would like a copy of the Workplan or any further information regarding the GMPI Strategic Plan, please call Carol Manne, GMPI Executive Director, at 508-485-4227.