

Strategic Plan 2021 – 2025

Strategic Priorities



St John of God Hauora Trust

The key initiatives for FY25 - from 1 July 2024 to 30 June 2025.

4. Strengthening our Culture

Our caregivers are supported and inspired to deliver our shared Mission. Our culture will be grounded in accountability, subsidiarity, and innovation is encouraged. We respect the dignity of each person and foster an environment where we keep each other safe. We will enhance hauora for mana whenua in our shared commitment to the Te Tiriti o Waitangi.



OBJECTIVES

- Behaviours and actions fully reflect the values we say are important
- Caregivers have capability and capacity to deliver better outcomes to the people we support
- Caregivers are satisfied and motivated
- Development of leadership, managers and caregivers – maximising the talents of each person

MEASURES OF SUCCESS

- Performance against Performance Development Plans
- Caregiver recruitment and retention
- Caregiver Engagement Survey
- Reduction in caregiver complaints
- ECE Leadership Capability Framework

#	INITIATIVE	RATIONALE	SPONSOR
SC1	Develop Ara Āwhiowhio Māori Cultural Development Pathway	Establish Ara Āwhiowhio, our pathway to increase competency and capability in Te Ao Māori.	SJGHT
SC2	Implement Māori Cultural Audit	Review of practices and tikanga across organisation to benchmark	SJGHT
SC3	Integrate and develop staff Te Ao Māori tikanga with our Catholic Mission	Enhance staff capability and understanding of tikanga Māori, our Catholic Mission and how they enrich and tautoko their practice.	SJGHT
SC4	Implement Te Putea Matauranga Māori programme	Māori Cultural development training for our governance and leadership teams supports our ability to be a Tangata Tiriti organisation.	SJGHT
SC5	Embed Mission Formation training for leaders.	Enhance the integration of SJGHT vision, mission, and values into everyday actions and behaviours.	SJGHT
SC6	Increase leadership development opportunities for CYCS staff	Leadership Development is an area identified to support professional growth.	CYCS/ECE
SC7	Embed development planning framework at CYCS	Culture and practice are strengthened, and wellbeing improved when staff feel invested in and supported.	CYCS/ECE
SC8	Strengthen our health, safety, and wellbeing culture at CYCS	Develop wellbeing plan and individual initiatives that directly support our people.	CYCS/ECE
SC9	Embed and enhance subsidiarity	Our people will be empowered to make decisions to build accountability and support development.	HAS
SC10	Leadership development for Senior Managers	Leadership Development is an area identified to support succession planning and promotion.	SJGHT

OUR MISSION:

To continue the healing Mission of Jesus.



Manaakitanga
Hospitality



Aroha
Compassion



Whakaute
Respect



Tika
Justice



Hiranga
Excellence

OUR VALUES:

OUR VISION:

We are recognised for care that provides healing, hope and a greater sense of dignity, especially to those most in need.