Strategic Planning

Strategic Planning is a process to review and develop vision, mission, strategic directions and implementation plans, in alignment with the department and the University's strategic priorities and integrated plan. Learning & Development's participative and systematic approach to strategic planning helps a management team achieve buy-in and commitment to strategic plans.

As part of the strategic planning process, Learning & Development's work with managers and leaders may include any number of the following activities:

- Determine purpose and outcomes of the planning process
- Establish who the stakeholders are or who else needs to be involved in some other capacity
- Prepare draft agendas for potential workshop sessions, including the selection or design of practical activities
- Communicate with the prospective stakeholders regarding the purpose and process
- Brief all participants and staff on their respective roles and their responsibility in achieving the expected results of the process
- Support effective process in group discussion
- Ensure various perspectives are heard and respected
- Open up honest and direct conversation of difficult issues while ensuring respectful communication
- Alert leaders to any issues that may require personal or individual follow-up

Source URL:https://www.uoguelph.ca/hr/hr-services-learning-development-customized-solutions/strategic-planning