

# IVAW Strategic Planning Process

**Step 1. Notice A Need for Organizational Planning**

**Step 2. Develop and Affirm Organizational Values, Vision, and Mission Statements**

**Step 3. Identify Organizational Barriers To Success, such as:**

- **Insufficient communication structures**
- **Unclear decision making structures**
- **Unhealthy interaction between members, staff, board, partners**
- **Poor leadership development structures**

**Step 4. Develop Strategic Priorities, Goal-Oriented Programs and Internal Goals**

- **Strategic Priorities** (work areas IVAW wants to prioritize over the next 3-5 years)
- **Program Goals** (what IVAW will do in the next 3-5 years toward strategic priorities)
- **Internal Goals** (that address organizational barriers identified in Step 3)  
\* All goals must meet SMART criteria (Specific, Measurable, Attainable, Realistic, Timely)

**Step 5. Develop Objectives** (short-term benchmarks placed under each program and internal goal)

**Step 6. Adjust Staffing Structure** (considering staff turn-over and new strategic priorities)

**Step 7. Write Work plan** (what staff, board, committees, teams and key volunteers will accomplish month-to-month)

**Step 8. Evaluate Program and Organizational Performance** (under new plan, at 6 months or one year)

**Step 9. Repeat or revise planning** (on a smaller scale, as needed)

**Step 10. Notice a new set of needs** (launch a new strategic planning process in 3-5 years)