

Strategic Directions



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Key tasks

1

Earn national and global leadership in the practice, research, teaching and translation of family therapy and systemic practices

- 1.1 Develop and promote our work through local, national and global partnerships
- 1.2 Ensure all activities and developments reflect and enhance the integrated model
- 1.3 Continue to develop high quality accessible training and clinical services
- 1.4 Publish well and translate generously
- 1.5 Actively seek new knowledge and robust feedback, to continue to learn

2

Be the partner of choice across our practice, research and translation activities

- 2.1 Establish priority partnerships to develop
- 2.2 Advance partnership capability through the use of technology and dedicated staff resource
- 2.3 Build translation capacity by actively communicating with our families, partners and stakeholders

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Through friendly professionalism, further develop our integrated, values-based, learning organisation in-order-to make a positive difference

- 3.1 Through dialogue and triologue, conduct forums and support processes that recognise the unique strengths of a practice, research and translation
- 3.2 Continue to build strong relationships with Aboriginal Community Controlled Health Organisations and Indigenous Communities to better understand their needs and our role as allies
- 3.3 Employ Indigenous researchers to lead the development of a First Nations research pedagogy
- 3.4 Integrate carbon neutrality throughout our organisation; becoming carbon neutral by 2025
- 3.5 Devolve power and share responsibility by supporting functional teams and leadership.

4

Be an employer of choice, by offering meaningful and enjoyable work, and facilitating healthy relationships that promote individual and team growth

- 4.1 Generate and implement a new Reconciliation Action Plan (RAP) including annual First Nations Cultural awareness and responsiveness training
- 4.2 Embrace diversity, ensuring there is multi-cultural responsiveness, and emotional and spiritual safety for families, staff, partners and stakeholders
- 4.3 Seek the LGBTIQ+ Rainbow Tick
- 4.4 Enact continual improvement through effective feedback processes
- 4.5 Prioritise staff wellbeing through enhanced workload management, staff development opportunities and a hybrid working model
- 4.6 Review employment packages to align with role and sector expectations

5

Co-evolve innovative, accessible, evidence-based practices with Lived and Living Experience at their heart

- 5.1 Expand the number of our Lived and Living Experience staff
- 5.2 Form a family reference group to support our practice-research-translation work
- 5.3 Negotiate project scope and budget to allow high-quality, integrated practice-research-translation work
- 5.4 Develop and promote our tiered clinical service model, from the "Family e-hub", virtual "Walk-In Together" (WIT), and efficient, ongoing family work
- 5.5 Explore partnerships to establish the e-hub, expand WIT, and establish WIT First Nations
- 5.6 Further develop family inclusive systemic trauma work

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Optimise business systems commensurate with an expanding organisation

- 6.1 Conduct a stocktake of our current systems to guide development
- 6.2 Build co-ordinated project support and management capability
- 6.3 Improve business systems and processes to increase responsiveness to our clients, customers and partners
- 6.4 Invest in technology and hardware to standardise and automate
- 6.5 Continue to refine systems to expand online passive income, including automated participant registration