

# Strategic Directions



Strategic Direction		Key tasks
1	Earn national and global leadership in the practice, research, teaching and translation of family therapy and systemic practices	<div>1.1 Develop and promote our work through local, national and global partnerships</div> <div>1.2 Ensure all activities and developments reflect and enhance the integrated model</div> <div>1.3 Continue to develop high quality accessible training and clinical services</div> <div>1.4 Publish well and translate generously</div> <div>1.5 Actively seek new knowledge and robust feedback, to continue to learn</div>
2	Be the partner of choice across our practice, research and translation activities	<div>2.1 Establish priority partnerships to develop</div> <div>2.2 Advance partnership capability through the use of technology and dedicated staff resource</div> <div>2.3 Build translation capacity by actively communicating with our families, partners and stakeholders</div>
3	Through friendly professionalism, further develop our integrated, values-based, learning organisation in-order-to make a positive difference	<div>3.1 Through dialogue and triaologue, conduct forums and support processes that recognise the unique strengths of a practice, research and translation</div> <div>3.2 Continue to build strong relationships with Aboriginal Community Controlled Health Organisationsand Indigenous Communities to better understand their needs and our role as allies</div> <div>3.3 Employ Indigenous researchers to lead the development of a First Nations research pedagogy</div> <div>3.4 Integrate carbon neutrality throughout our organisation; becoming carbon neutral by 2025</div> <div>3.5 Devolve power and share responsibility by supporting functional teams and leadership.</div>
4	Be an employer of choice, by offering meaningful and enjoyable work, and facilitating healthy relationships that promote individual and team growth	<div>4.1 Generate and implement a new Reconciliation Action Plan (RAP) including annual First Nations Cultural awareness and responsiveness training</div> <div>4.2 Embrace diversity, ensuring there is multi-cultural responsiveness, and emotional and spiritual safety for families, staff, partners and stakeholders</div> <div>4.3 Seek the LGBTIQ+ Rainbow Tick</div> <div>4.4 Enact continual improvement through effective feedback processes</div> <div>4.5 Prioritise staff wellbeing though enhanced workload management, staff development opportunities and a hybrid working model</div> <div>4.6 Review employment packages to align with role and sector expectations</div>
5	Co-evolve innovative, accessible, evidence-based practices with Lived and Living Experience at their heart	<div>5.1 Expand the number of our Lived and Living Experience staff</div> <div>5.2 Form a family reference group to support our practice-research-translation work</div> <div>5.3 Negotiate project scope and budget to allow high-quality, integrated practice-research-translation work</div> <div>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</div> <div>5.5 Explore partnerships to establish the e-hub, expand WIT, and establish WIT First Nations</div> <div>5.6 Further develop family inclusive systemic trauma work</div>
6	Optimise business systems commensurate with an expanding organisation	<div>6.1 Conduct a stocktake of our current systems to guide development</div> <div>6.2 Build co-ordinated project support and management capability</div> <div>6.3 Improve business systems and processes to increase responsiveness to our clients, customers and partners</div> <div>6.4 Invest in technology and hardware to standardise and automate</div> <div>6.5 Continue to refine systems to expand online passive income, including automated participant registration</div>