

# Strategic Planning with CMCS

## What you get

- 3 or more strategic directions
- Goals for achieving the strategic directions
- Actions for achieving the goals
- A new vision, mission and values (optional)
- A description of how the plan will be implemented
- Implementation plans for the Board and Management (optional)

## Special features

- The directions, goals and actions are based on input from the people who know the organization best - your stakeholders (clients, staff, Board, partners)
- You get additional input based on our wide range of experience
- The final version is shared with a large group of stakeholders for their input (optional)
- The plan is visually appealing and easy to read

## How we help

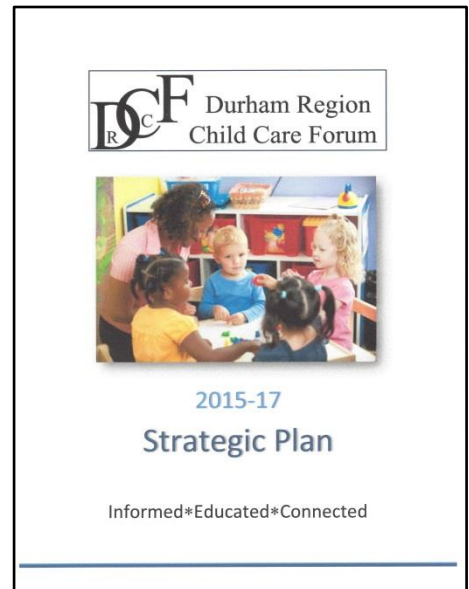
- Sit down with you to finalize the process
- Facilitate and record focus group input
- Conduct stakeholder surveys
- Prepare all drafts of the plan
- Create the final version
- Facilitate stakeholder session for introducing the plan (optional)

## Why a CMCS strategic plan is better

- Exceptional content based on broad stakeholder input, augmented by our expertise
- Focus on implementation
- Great look

## Testimonials

- The Strategic Plan was approved as written by the Board of Directors of RFECY last night. Staff and board continue to speak about the process and how effective it was for us.* Denise Cashley, Resources for Exceptional Children
- Really enjoyed Saturday. We accomplished a lot. (The plan) Looks great and thank you Tom. Love the pictures.* Jody Chapman, Durham Region Child Care Forum
- It's good to see ASPHIO making a clear plan for the future. Thanks for all the work you've done on this project! This is an excellent initiative for ASPHIO and those involved should be recognised.* Survey Respondents
- The Board members really enjoyed your work on this!* Larry Palmer, Camphill Communities Ontario



# References & Client List

## Strategic Planning References

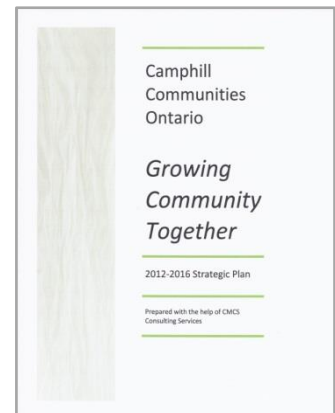
Elmira District Community Living - Greg Bechard, Executive Director,  
[gbechard@elmiraocl.com](mailto:gbechard@elmiraocl.com)

Camphill Communities Ontario (Barrie, Angus) – Larry Palmer, Executive Director  
([lpalmer@camphill.on.ca](mailto:lpalmer@camphill.on.ca))

Literacy Network of Durham Region - Jennine Agnew-Kata, Executive Director,  
[jakata@lindr.on.ca](mailto:jakata@lindr.on.ca)

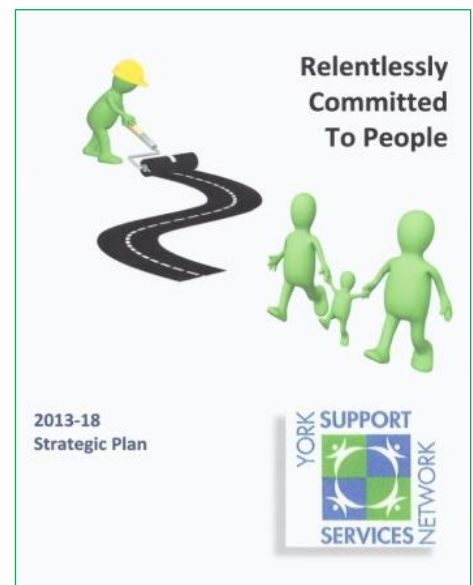
***It was fun and invigorating: Not always the descriptors used for planning processes!***

Marie Lauzier, York Support Services Network about the CMCS approach to strategic planning



## Recent Strategic Planning Clients

- ✓ Resources for Exceptional Children and Youth (3)
- ✓ Atikokan Economic Development Corporation
- ✓ Camphill Communities Ontario
- ✓ Nine associations for community living:  
Port Colborne-Wainfleet; Elmira;  
Parry Sound; Upper Ottawa Valley; Sarnia-Lambton;  
Durham North, Dryden-Sioux Lookout, Norfolk and Atikokan
- ✓ Science Teachers' Association of Ontario
- ✓ Literacy Network of Durham Region
- ✓ Meta Centre, Toronto
- ✓ Durham Region Child Care Forum (2)
- ✓ Literacy Northwest
- ✓ Feed the Need in Durham
- ✓ New Visions Toronto
- ✓ York Support Services Network
- ✓ Pathways to Independence, Belleville
- ✓ Association of Supervisors of  
Public Health Inspectors Ontario
- ✓ Community Development Council Durham



## Background

Tom's experience includes being Executive Director of Community Living York South, followed by years consulting to non-profit organizations. He and colleague Nancy Mouldsdale have worked extensively with organizations that provide services to people with disabilities, with other human services and beyond to trade associations and even a radio station. Tom is the author of *Tom Little's BIG Ideas for Non-Profit Boards*. He publishes a free newsletter for Boards and Management that is available on request.