Planning For Success
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NMAIMH competencies addressed
Thinking
- Analyzing Information
- Planning and Organizing
Working With Others
- Collaborating

It is the start of a new program year and a new contract period. What are some of the questions you and other Home Visitors are asking? What will this year bring for your program? What will the new year bring for your families? Now is a perfect time for Programs to begin strategic planning. This is a good way to align your mission, resources and relationships by determining what your Program intends to accomplish and how you will direct your organization and its resources toward accomplishing these goals in the coming months and years.

Effective planning for the new year includes a thoughtful approach and collaboration with the entire team. Some guidelines to keep program planning on track are to focus on outcomes, explore if services can be delivered more effectively via collaboration, plan key indicators of program success, include short-range focus in long range plan, learn by “testing the waters”, and plan program reviews (McNamara (2006).

There are several strategies that you can use as well as areas of focus. One is the Implementation Drivers strategy. In this strategy there are 3 different Driver areas. Competency Drivers are mechanisms to develop, improve and sustain services in order to benefit families, children, and communities. Organization Drivers are mechanisms to create and sustain hospitable organizational and system environments for effective services. Leadership Drivers focus on providing the right leadership strategies for the types of leadership challenges (Blase, Duda, Fixsen, Naoom, 2015). Your team can decide if you want to focus on one Driver or a combination of all of the Drivers.
Keeping in mind that leadership style is very different from a leadership trait. A leadership trait is something that is stable and tends to be active across many situations. Leadership style means that a person is role flexible. They can shift from one style to the next. When the situation changes they may choose to use the style that best fits the situation. When the situation changes, so does the style. There is no one best style. Leaders must adjust their leadership style to the situation as well as to the people being led. Autocratic leaders make decisions without consulting their team members. Democratic leaders make the final decision, but they include team members in the decision making process. They encourage creativity, and people are often highly engaged in projects and decisions. Laissez-faire leaders give their team members a lot of freedom in how they do their work and how they set their deadlines. Your leadership may use different leadership styles during this process as they implement the strategies to improve quality of services as well as increase quality in the organizational systems.

Questions to encourage discussion and reflection…

- How are we planning for…?
- How are we supporting…?
- How are we improving and sustaining….?

References/Additional Resources

