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Township of Huron-Kinloss Council Session #3

Strategic Plan 2023-2033: Blueprint for Our Future



Agenda

- 1. Welcome
- 2. Project Approach
- 3. Components of the Strategic Plan
- 4. Implementation
- 5. Closing











January 2024

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Project Approach

Project Overview

Phase 1: Project Initiation & Research: Where are we now?

Launch Meeting

Project Charter and Communications Plan

Scope of Work Meeting with Council

Adjustments to scope of Work

Current State Analysis

Best Practices and Benchmark

Positioning for Org. Excellence



Phase 2: Stakeholder Engagement: Where do we want to go?

Council Strategic Planning Session #1 Senior Leadership & Council Interviews

2 Discussions with Front Line Staff

3 Community Sessions

Shed Talk: Mennonite Session

Community Survey

Key informant Interviews (10)

SOARR Analysis



Phase 3: Review, Analysis and Strategy Development: How do we get there?

Draft Vision, Mission, Guiding Principles

Council Strategic Planning Session #2 Strategic Directions and Discussions with Senior Leadership

Community Session 4

Draft and Action Plan
Development

Final Report Strategic Plan 2023 – 2033

Final Report Distribution, Incorporation of Feedback



Phase 4: Reporting and Recommendations

Council Strategic Planning Session #3 - Final Presentation

Staff Training

Consultation Informing the Strategic Plan

Staff Sessions and Survey

2 sessions / 14 participants + Strategic directions Discussion with Senior Leadership (8 participants) + 13 staff responses to survey

Community Survey

203 resident responses

Council & Senior Staff Workshop

2 sessions 16 participants at each session

Key Informant Interviews

8 one-on-one interviews

Senior Leadership and Council Interviews

16 one-on-one interviews

SOARRAnalysis

Community Information and Engagement Sessions

1 session with Mennonite leaders
4 community sessions
8 youth workshops
120+ participants

Components of the Strategic Plan

The Vision for the Township of Huron-Kinloss is:

"A unified, engaged, and caring community that cultivates opportunities and embraces a rural lifestyle."

The Mission for the Township of Huron-Kinloss is:

"We deliver responsive services that respect our environment and resources and prepare our community for the future."

Enhance municipal Prepare for service delivery inclusive growth **OPEN** and **INCLUSIVE** TRANSPARENT Support Support and sustainable employee WELCOMING housing growth recruitment and VISION retention Attract workers A unified, engaged, and new Modernize and caring community that residents service delivery cultivates opportunities and Improve Measure embraces our rural lifestyle. business and performance investment MISSION We deliver responsive services that respect our **Embrace the Ensure ACCOUNTABILITY** environment and resources thriving rural financial KINDNESS and prepare our community lifestyle stability for the future. Increase community Manage assets engagement and maintain infrastructure **Build community** capacity · Commit to financial health Facilitate community ORGANIZATIONAL and sustainability wellbeing **EXCELLENCE**

Implementation

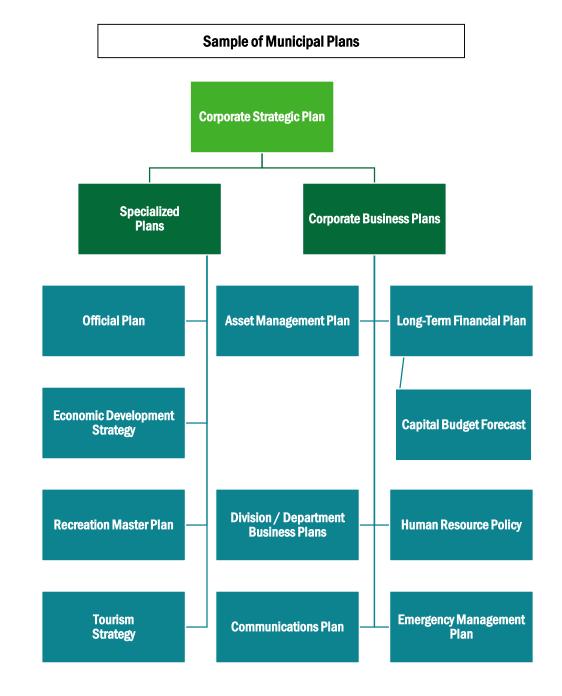
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Implementation

The strategic directions, goals and objectives identified in the Strategic Plan are high-level guidelines. Successful implementation requires:

- Tenacity, bravery and frankness
- A firm commitment and mindfulness on the part of both Council and staff to understand the course that has been set
- A willingness to make sacrifices and take leaps of faith to achieve meaningful outcomes

Other specialized plans such as the official plan and asset management plan also align with the strategic plan



Performance Measurement

Performance measurement is a diagnostic tool that focuses on energy, attention, and effort, helping to support the Township's commitment to its guiding principles

Monitoring progress consistently throughout the year, will help evaluate the following:

- Did we achieve what we set out to do?
- Did our efforts have the desired impact?
- Are we closer to achieving our strategic goals and objectives because of these efforts?



Key
Performance
Indicator
identification
is started with
the Integrated
Master Plan

Examples of best practices and tools for performance measurement are include in the Input Summary Report

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Thank you!

Trudy Parsons, Managing Director, tparsons@deloitte.ca

Clark Hoskin, Senior Manager, choskin@deloitte.ca

Tehseen Rana, Senior Associate, terana@deloitte.ca

www.deloitte.ca

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