

STRATEGY 2022-27

VISION

We empower people to change their lives, making better futures possible

VALUES

- Passion
- Integrity
- Courage
- Innovation
- Relationships

PURPOSE

Using evidence-based practice, we support individuals, families and communities that are impacted by alcohol, other drugs and mental health issues

EXCELLENCE & INNOVATION

We will leverage our years of knowledge, experience and our leadership in the sector to deliver evidence-based services that are continuously improving and innovating to meet evolving needs

STRATEGIC PRIORITIES

OUR PEOPLE

Create a culture of excellence, accountability and wellbeing where people can thrive

SUSTAINABILITY

Holyoake will ensure that delivery of our services and management of our organisation are sustainable. Our growth will be targeted and intentional

GOALS

- Continuously improve our AOD and Mental Health services
- Develop our approach to a specialist Mental Health service
- Develop innovative ways of delivering our services
- Be recognised for our innovation and responsiveness to the changing environment

- Continuously build capability in the workforce
- Enhance employee reward, recognition and wellbeing initiatives
- Further development of our leadership capability

- Expand and grow our services in a sustainable way
- Structures in place to deliver services in the current environment and into the future, as we expand and grow
- Pursue measured results that maximise our impact

OUTCOMES

- Enhanced structured approach for delivering quality services. Data is driving our service and organisational improvements to ensure the highest quality is achieved
- Recognised as a specialist Mental Health provider internally and externally (recognising we are already an AOD specialist)
- Effective new models of service that are evidence-based and responsive to evolving needs

- Appropriately skilled workforce to deliver our services
- Our people are appropriately rewarded and recognised for the work they do at Holyoake
- Leaders equipped to lead and develop their teams and create a high performing culture

- Ensuring the future sustainability of the organisation
- We will have organisational systems and processes to support our services and its growth
- Delivering a cost effective and high-quality service to the community