



EJP

Building on Assets and Opportunities to Develop a Successful People Plan

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What are you trying to achieve with your People Strategy?

- Improve access to services to increase self-sufficiency and improve educational and health/wellness outcomes
- Ensure residents - particularly children - have adequate supports before, during and after relocation to not only minimize disruptions but to thrive



Key Outcomes

- Children enter Kindergarten ready to learn
- Children are proficient in core academic subjects
- Youth, including those with disabilities, graduate from high school college- and career-ready
- Households are economically stable and self-sufficient
- Children, youth and adults are physically and mentally healthy



How do you develop a comprehensive People Plan?

- Understand the community by undertaking a thorough needs assessment
- Identify residents, stakeholders and thought leaders to help guide the development of the plan via a task force or working groups
- Create a shared vision with identified evidence-based strategies for achieving the collective vision
- Develop a detailed action plan for implementation



Step 1: Detailed Needs Assessment

- Resident Survey
- Secondary Source Data
- Stakeholder Interviews
- Existing Services Analysis



Step 2: Recruit key partners

- Task force or topic-specific working groups
 - Decision-makers and organization leaders
 - Residents and grass roots organizations
 - Content experts
- Role and responsibilities
 - Develop strategies
 - Act as CNI Ambassador
 - Coordinate with other initiatives
 - Identify resources and partners



Step 3: Create a collective vision

- What does success look like for your neighborhood and the targeted residents you serve?
- Come to consensus on priorities
- Explore What's Working in your community as well as best practices elsewhere



Step 4: Develop a Detailed Action Plan

- Identify goals and strategies to address the priority needs
- Integrate with Housing/Neighborhood plans
- Cultivate partnerships
- Identify early implementation projects
- Design performance measurement system
- Vet the proposed People Plan with the broader community



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Identifying People Lead

- Why choose an independent non-profit like Meriden Children First?
 - History of Collaboration
 - Existing Networks
 - Politics
 - Capacity Building opportunity



Resident Survey

- Design
- Translation
- Administration
- Incentives
- Events

Task Forces

- Organize around topical areas
- Carefully consider Chairperson
- Recruit balance of participants
- Focus key organizations and providers on priority needs



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Vision and Partner Development

- Creating a Vision
- Identifying and Choosing Partners
- Developing a Productive Partnership
- Adjusting Along the Way



Creating a Vision

- Where do you want to wind up?
- What is measurable success?
- Who can help you get there?

Identifying and Choosing Partners

Some but not necessarily all.....

- Aligned Mission
- Investment in mutual outcomes
- Do they have a track record with your residents or a similar population?
- Do they return phone calls and emails?
- Do they have an agenda beyond CNI that will help with sustainability?

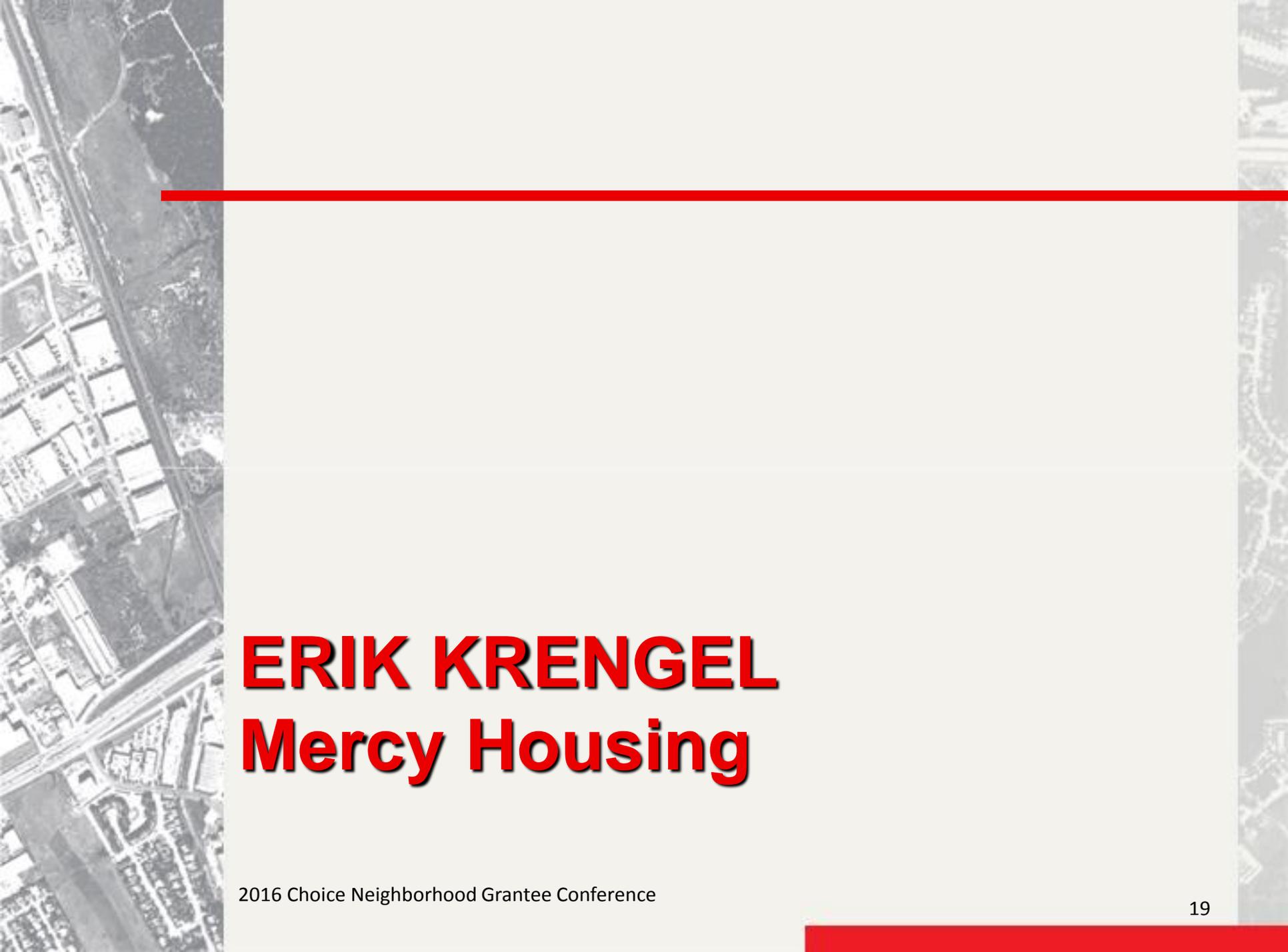


Developing a Productive Partnership

- Roles and Responsibilities
 - Deliverables
 - Expectations
 - Staffing
 - Outcomes
- Two-way Street
 - What can you offer?
 - Ensuring mutual benefit
- Managing tensions and surprises
 - Acknowledging differences
 - Writing things down

Adjusting Along the Way

- Emerging strengths and weaknesses
- Communication
- Being realistic
- Evaluating progress



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Early Implementation Project Example

- Identifying Partner
 - Asset Based Approach
 - Who do the Resident's Trust?
- Developing a Partnership
 - Gaining entry and getting buy-in
 - Share Values
 - Organization Buy-In



Early Implementation Project Example

➤ Strategies

- Building off of Transformation Plan/Assets
- Capacity
- Evidence Based Approach

➤ Mutually Agreed upon Goal

- New level of Investment
- Communities in School model as central organizing theme
- Joint fundraising for Resident Services Manager



Early Implementation Project Example

- Adjusting Along the Way
 - Ongoing planning
 - Tracking progress
 - Celebrating wins



QUESTIONS