ADRIA STRATEGIC PLAN 2013 –2015

OUR VISION:

ADRIA is the strongest, most vibrant Appropriate Dispute Resolution membership organization in Canada - recognized for advancing excellence in the profession and its professionals.

OUR MISSION:

We serve our members by providing leadership in appropriate dispute resolution in the areas of Negotiation, Mediation, and Arbitration and addressing harm through processes like Restorative Justice. ***We do this through:***

- Maintaining accreditation standards and designation for the Appropriate Dispute Resolution profession
- Excellence in Appropriate Dispute Resolution training and education
- Promoting the ethical use of Appropriate Dispute Resolution processes
- Supporting the viable practice of Appropriate Dispute Resolution in Alberta
- Exemplifying healthy dispute resolution principles

OUR VALUES: The guiding principles of ADRIA are based on innovation, creativity, change, and added value in conflict resolution:

Excellence: We challenge ourselves to deliver the highest quality programs and services. We stay abreast of new ideas and developments and seek out changes and innovations that help us continuously raise the bar in everything we do.

Uncompromising Ethics We treat others with honesty, openness, fairness and respect in every situation.

Collaboration: We value different views and ideas and believe that by working effectively together and with others we can reach our goals. We embrace the opportunity to explore mutual interests and new relationships. We welcome opportunities to leverage our resources through partnering.

Accountability: We steward our resources with diligence and care. We honour the commitments we make to others.

Leadership: We will promote new and important directions and opportunities for our profession and our organization, even though the path may be difficult. We recognize it is only through trying new ideas and learning from our failures that we can grow and move forward.

STRATEGIC DIRECTION	STRATEGIES	Success Indicators (Targets)
1. Enhance the Awareness, reputation of and access to ADR services	a. Forge **strategic** [1]**partnerships** with government, courts, schools, businesses and other associations to support ADRIA members in working, teaching and coaching in the ADR field	2 new partnerships (Example Municipalities) in each of 2013, 2014 and 2015
	b. Increase the value of ADRIA membership to ADR professionals and industry leaders	Increase the number of ADRIA members by 17% in 2013.
	c. Develop and implement a roster development plan with defined deliverables	ADRIA administers 4 rosters by end of 2013
	d. Strengthen our partnerships with ADRIC and other ADR organizations to promote the practice of ADR	2013 – at least 1 initiative with ADRIC, and 1 with AAMS plus 2 others
2. Strengthen our Profession	a. Continue to work with ADRIC to support development & delivery of National Mediation and Arbitration education Programs for entry into the profession.	Complete current initiatives\contracts with ADRIC in 2013. At least 1 new initiative completed in 2014
	b. Develop Partnerships with universities and colleges to integrate ADRIA accredited Appropriate Dispute Resolution courses into their Certificate and Degree programs.	1 Partnership in place in 2013 and 1 in 2014
	c. Increase partnerships with professional and industry associations to create and accredit ADR courses for their Certification programs that will lead to Q.Med designations	2 courses accredited in 2013 (Homebuilders and HRIA) and at least 1 more partnership in 2014
	d. Promote the value of ADRIC designations with organizations and the public who access Appropriate Dispute Resolution services	Increase # of coaches and instructors with designations in 2013

[1] A **partnership** is an arrangement where parties agree to cooperate to advance their mutual interests

STRATEGIC DIRECTION	STRATEGIES	Success Indicators (Targets)
3. Increase the number of ADRIA Members across Alberta	a. Increase access and value of designations to targeted groups to build membership (See # 1a - 2a & c)	Increase ADRIA membership by 17% At least 1 group targeted and a strategy implemented for Q-Med in 2013 and Q-Arb in 2014
	b. Develop and implement a plan for increasing ADRIA profile and service delivery in centers with a high percentage of ADR professionals who are not members of ADRIA	Plan developed in 2013 and increase Calgary\Southern Alberta members by at least 40 Increase in number of students attending courses in Southern Alberta in 2013
4. Strengthen the long term sustainability of ADRIA as an organization	a. Develop and implement a mid- to long-term revenue stream strategy and targets for ADRIA founded upon 1-3 above	Line of credit paid off on schedule-2013 A reserve is created in 2014 to cover hard costs Membership revenues (non-Education) cover hard costs -2015
	b. Develop and implement an effective mid-term organizational structure and human resources plan that aligns with 1-3 above	A structure for operational leadership is implemented in 2013