ADRIA STRATEGIC PLAN 2015 –2016?

Board changes November 22, 2013

VISION

ADRIA is the strongest, most vibrant Appropriate Dispute Resolution membership organization in Canada - recognized for advancing excellence in the field of ADR, its practice, and its professionals

***MISSION*:** To provide leadership and services in appropriate dispute resolution (ADR) to our members by:

- Fostering excellence in negotiation, mediation, arbitration, and restorative practices
- Supporting the viable practice of ADR in Alberta
- Providing excellence in ADR professional development
- Promoting the ethical use of ADR processes
- Maintaining accreditation standards, accountability and designations for the ADR profession
- Encouraging those practicing in ADR to join our organization

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 value, 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) per year
	b. Increase the value of ADRIA membership to ADR professionals and industry leaders	Increase Corporate membership earning by 10k per year
	c. Develop and implement a roster development plan with defined deliverables	ADRIA administers 3 new rosters per year
	d. Strengthen our partnerships with ADRIC and other *ADR organizations to promote the practice of AD*R	4 new initiatives per year
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	1 new initiative or milestone per year
	b. Develop Partnerships with universities and colleges to offer ADRIA programs. ~~and to integrate ADRIA accredited Appropriate Dispute Resolution courses into their Certificate and Degree programs.~~	1 partnership per year
	c. Integrate ADRIA accredited ADR courses into college and university certificate, diploma and degree programs	1 new initiative per year
	~~c.~~d. Increase partnerships with professions and occupations to create and accredit ADR courses for their Certification programs that will lead to Q.Med designations	2 initiatives per year

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

STRATEGIC DIRECTION	STRATEGIES	Success Indicators (Targets)
	~~d.~~e. Promote the value of ADRIC designations with organizations and the public who access ADR services	4 promotional initiatives per year
3. Strengthen ADRIA as a Membership Organization (formerly: Increase the number of ADRIA MEMBERS across Alberta)	a. Increase access and value of designations to targeted groups to build membership	2 groups targeted per year for Q.Med and Q.Arb designations
	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~~	1 profile initiative per region per year
	c. Develop and implement a plan to attract ADR professionals\ practitioners who are not members of ADRIA	1 target per quarter
	d. Increase ADRIA membership across Alberta	Increase ADRIA membership by 10% annually
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	Line of credit paid off on revised schedule A reserve is created in 2014 and increases by 20k per year 1-2 revenue generating member services initiatives per year
	b. Develop and implement an effective mid-term organizational structure and human resources plan that aligns with 1-3 above	An HR structure for operational leadership and member support is fully implemented in 2014