



STRATEGIC THINKING

Strategic thinking is about planning and thinking ahead. This means taking the initiative and noticing what needs to be done and doing it without being asked.



GROWTH LEVELS



Emerging

Demonstrates initiative and accountability by independently taking thoughtful action, collaborating with others, and aligning efforts with organizational and person-directed goals to overcome challenges and seize opportunities.

Evolving

Applies sound judgment and strategic thinking to respond effectively, manage priorities, engage others, and drive innovation while aligning work with organizational vision and person-directed values.

Leading

Drives strategic, goal-oriented planning by evaluating progress, mentoring others, and aligning actions with the vision and evolving priorities of individuals, teams, and the developmental services sector.

Influencing

Proactively leads strategic visioning by anticipating risks and opportunities, promoting innovative practices, and aligning systems and stakeholders with a compelling, person-centered future direction.



Complete your self assessment on Advocacy and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

The "What If" Game

This activity aims to enhance strategic thinking, adaptability, and resilience in uncertain situations.

Time: 10-20 minutes

Participants: Any number of people per group, divide your team into groups of equal size

Instructions:

- Begin by posing a challenging "What if?" scenario to the groups
- Ask team members to quickly generate solutions or coping strategies for the proposed scenario.
- Once everyone has shared their ideas, they can discuss the pros and cons of each solution as a group.
- Finally, each group can come up with the best solution

Possible What if Questions:

What if there were no more group homes?

What if someone we support wants to live alone?

What if someone we support wants to go to Paris?

What if your team got a grant of 50 thousand dollars?

ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

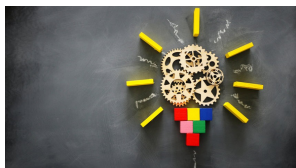
Find out more about PCL:

- Ask three people at work for three things they think everyone should know, make a list of the information.
- Make a list of tasks you need to complete and put them in priority and explain how you determined their priority.
- Identify one longer-term (large in scope) goal that is directly linked to organization's strategic plan you have and the steps you need to achieve the goal and a timeline for completing the steps
- List three new staff or students you helped to start their own SMART goals.
- Help develop a person centred plan for more than one individual.
- List two to three partnerships you created to further collaborate
- List three 2-3 new ideas generated to support: increasing a person's presence in their community.
- Watch the movie Oceans 11

Learn more about the modernized core
competencies:

VISIT: <https://dscorecomp.com>





STRATEGIC THINKING

The Five Key Traits of Strategic Leaders

1. Vision

Great strategic leaders have a clear and compelling vision that is going far beyond the current reality. These leaders are able to communicate their vision in an effective and inspiring way to mobilize commitment within their organization and sector.

2. Openness

Strategic leaders are aware of the fast pace of change and that they cannot know it all. Their antennae are always on, as a seemingly minor detail might challenge their current strategic plans and be the trigger for changing the strategy for their organization or department.

3. Focus

Strategic leaders have the ability to focus their attention and energy on what they perceive as the most important activities and projects. Apple co-founder Steve Jobs is a prime example of a leader with a relentless focus. Instead of producing a whole family of smartphone models, he insisted on just having one iPhone model. Keeping it simple and focusing on making one product the best on the market at the time it was launched, had incredible benefits for product management and marketing.

4. Courage

In the face of complexity and uncertainty, a strategic leader can never be sure, if his or her strategic decisions will turn out to be successful, despite all the information gathering and due diligence. Thus, strategic leaders need to have the courage to act and push changes they consider necessary, even if their decisions are not popular with some stakeholders.

5. Prudence

Strategic leaders act prudently. While being ready to take calculated risks, they avoid gambling and try to minimize risks where possible.



If you see it, share it!

Recognize your teammates

when you see them do a core competency. Watch for cards on your home/program bulletin board for details.

