

**Strategic Plan Milestones, Audience and Key Meeting Objectives**

Timing	Audience	High-Level Objectives (additional details to be provided)
Sept 2016 - January 2016	SMT, CLT, EMT and Culture Team	Internal discussions around current Mission, Values & Organizational Culture
January 11 – 25, 2016	Department Management Teams (DMT)	Discuss how services provided by the Department support draft Community Strategic Directions (as defined by Our Future Hamilton)
February 11, 2016	SMT	<ul style="list-style-type: none"> <li>- Review Environmental Scan</li> <li>- Determine recommendations to Council on Vision, Mission, Values and Priority Areas</li> </ul>
February 17, 2016	Council (GIC)	<ul style="list-style-type: none"> <li>- Community Vision endorsement by Council</li> <li>- Introduction of Strategic Plan process to Council</li> </ul>
March 8, 2016	Council Workshop (1 – 4)	- Bring forward for discussion recommendations around Vision, Mission, Values and Priority Areas (with a focus on relationship to Our Future Hamilton)
April 7, 2016	Corporate Leadership Team (CLT)	<ul style="list-style-type: none"> <li>- Discuss Environmental Scan and how information provided impacts decisions</li> <li>- Workshop goals &amp; measures based on Council direction and Our Future Hamilton</li> </ul>
April 12 – 25, 2016	DMT's	- Discuss specific activities to achieve goals & measures based on results of Council workshop and CLT
April 28, 2016	SMT	Finalize Strategic Plan for recommendation to Council
June 1, 2016	Council (GIC)	Present the 2016 – 2025 Strategic Plan for approval
June 3, 2016	Extended Management Team	Begin communication of the approved Strategic Plan
June 8, 2016	Council	Council approval of the 2016 – 2025 Strategic Plan
June 9 - June 30, 2016	All Employees	Communicate Strategic Plan
June 16, 2016	Corporate Leadership Team	Workshop to link 2016 – 2025 Strategic Plan with Multi-year budgeting