

NGO's Strategy for 3-5 years



Vision

Improving workplace cultures, ensuring workers are **confident to speak up**, by providing **expert support, guidance and challenge**



Outcomes

For those we support

- Workers** feel increasingly **confident** and **supported** in speaking up as result of the changes the NGO is driving through its work.
- Guardians** feel **empowered** by the NGO through our high-quality resources and training and **supported** by us, our communications and active network.
- Leaders** feel **supported** and **constructively challenged** by the NGO through our development sessions, resources and speaking up reviews.

For our organisation

- The NGO is considered the subject matter experts on effective speaking up cultures**, respected for our expertise, quality of outputs and impact.
- The NGO's insight, recommendations and independent voice is making a difference** in improving workers experiences when speaking up and ultimately patient safety.
- The NGO is a valued independent partner** to our funders, healthcare regulators, and organisations in improving speaking up culture.

For our staff

- The NGO role models the high standards we expect from other organisations** with an inclusive, collaborative and supportive environment.
- The NGO has a clear vision and strategy**, all team members understand their contribution to delivering the strategy.
- The NGO's reputation as recognised experts attracts and retains talent**. The NGO provides learning and development opportunities and plans strategically for its workforce.



Strategic Goals

1

Continue to improve resources and offer to Freedom to Speak Up Guardians

2

Develop additional support and guidance for organisational leaders

3

Use the NGO's independent voice to champion Freedom to Speak Up for workers

4

Use our insight to drive recommendations to improve speak up measures and culture

5

Improve partnership working with key organisations to deliver change

6

Improve our organisational maturity and internal infrastructure to support our ambitions