



FY 2016 Strategic Planning Objectives

Public

Enriching lives through employment, training, and community access.

I. Goal: Remain financially stable while assuring appropriate financial controls are in place to prepare for future growth.

Objective	Target Date	Team Lead
A. MMI's operating revenues will meet or exceed budget.	Monthly	Managers
B. MMI will monitor and review cost centers for profitability utilizing our mission vs. risk philosophy.	Quarterly	President, Director of Finance and Benefits
C. MMI will compile a semi-annual report on cost center financial status to management and annually to Board.	Semi-annual/ annually	Director of Finance and Benefits

II. Goal: Maximize existing services and expand for potential new services based on the individual needs of those receiving services.

Objective	Target Date	Team Lead
A. MMI will improve the-community integration of non paid training opportunities for people in Transitional Employment.	On going	Director of Admissions, Coordinators, Production Supervisors and Staff
B. MMI will expand the range of integrated activities for people in Community Connections and CLS.	On going	Director of Admissions, Coordinators, CLS & CC Supervisors and Staff
C. MMI will utilize fundraising and grant acquisition as a means to enhance the quality of services to program participants.	On going	Clare Branch Director, Assistant Director of CE, Special Projects Coordinator
D. MMI will maintain and seek out opportunities to partner with other agencies and businesses that meet our Mission.	On going	President, MI Works! Team, Managers and Supervisors
E. MMI will increase the access for individuals to engage in community integrated opportunities.	On going	Managers and Supervisors, ODEP Technical Assistance Team

III. Goal: Assist consumers in addressing their employment goals based on their preferences and providing them with the training and work necessary to be successful.

Objective	Target Date	Team Lead
A. MMI will increase our collaborations with funding sources that will enhance outcomes that lead to Community Employment.	On going	Managers and Supervisors, Job Development Staff
B. MMI will increase the variety of integrated work and training opportunities for individuals participating in Transitional and Community Employment programs.	On going	Managers and Supervisors, Production/Job Development Staff
C. MMI will continue to increase the percentage of time individuals are engaged in paid work activities during Transitional Employment programs.	On going	Managers and Supervisors, Production Staff, Sales Coordinator
D. MMI will provide a safe work environment that emphasizes quality in the provision of products and services to persons served, staff, and customers.	On going	Managers and Supervisors, SOC

IV. Goal: Assure a trained, professional workforce is in place and an organizational structure that promotes quality.

Objective	Target Date	Team Lead
A. MMI will address health care containment measures to minimize costs of benefits and foster a healthier workplace.	On going	Director of Finance and Benefits, Health and Wellness Committee
B. MMI will concentrate on process improvement by streamlining policies and procedures to ensure effective and efficient operations.	On going	Managers
C. MMI will maintain a well trained staff and incorporate succession planning for all positions with viable internal candidates.	On going	Managers, Supervisors, HR Staff, Training Team