STRATEGIC GOAL NUMBER 5:
TO ENSURE DELIVERY BASED ORGANIATIONAL EXCELLENCE

a) Strategy: Effective organizational leadership
Programmes:

- Develop a strategic multi- year plan
- Implement annual operational plans
- Link the plan to the budget
- Develop departmental specific operational plans with implementation work plans
- Develop a delegation policy
- Implement a performance management system aligned with strategic objectives
- Develop a plan to instill the core values at the workshop
- Implement a management development strategy
- Develop a plan to ensure that the strategic plan is communicated to strategic stakeholders of the organisation
- Develop a calendar of all governance meetings of the organisation
- Conduct an audit of all service providers

b) Strategy: Effective financial management system
   Programmes:
- Develop a financial management calendar
- Develop an annual budget that must be approved by policy structures
- Implement the procurement policy of the organisation
- Link procurement policy with delegation policy
- Implement a finance manual
- Create a bookkeeping capacity for SADTU financial practitioners

c) Strategy: Effective human resource management system
   Programmes:
- Implement an financeable post establishment
- Develop costed workplace skills plan for offices of SADTU
- Implement a staff development programme based on the workplace skills plan
- Develop an individual performance management practices
- throughout the organisation
- Implement an individual performance management practices throughout the organisation
- Implement employee wellness programmes
- Implement an organisational wide HIV and AIDS programme

d) Strategy: Effective ICT management system
Programmes:
- Develop an ICT master plan
- Implement the ICT master plan in a phased approach
- Create capacity to manage SADTU website within
- Develop a membership database that recites within SADTU

e)Strategy: External communication system
Programmes:
- Develop an interactive SADTU website
- Create a social media strategy for the union
- Create a communication strategy for SADTU

f) Strategy: Stakeholder relations management
Programmes:
- Develop an organisation wide directory
- Create a stakeholder responsibility database

g) Strategy: Infrastructure/ asset/facilities management
   Programmes:
- Develop a plan to improve the functionality of infrastructure
- Develop a facility improvement plan
- Develop an implementation plan for the fleet management policy
- Develop a plan to manage costs related to facilities management

h) Effective organisational risk management system
   Programmes:
- Develop a case management system
- Develop a database of all litigations
- Develop an internal risk management plan
- Implement an internal risk management plan
- Develop an internal audit plan
- Implement an internal audit plan
- Establish an audit committee that also focuses on performance management