



## VISION 2020: The Right to Sight - India

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### TEAM BUILDING AND STRATEGIC PLANNING PROGRAM

#### OVERVIEW

VISION 2020 India envisages that member institutions optimise their resources, service delivery performance, human resources, and service coverage with sustainable efforts. This is supported by our recent survey as 77% of the hospitals requested for this program. Only the long-term planning can help understand the optimal utilisation issue. This can be achieved if strategic planning and team building exercise is undertaken.

#### TEAM BUILDING AND STRATEGIC PLANNING PROGRAM

A professional approach and well coordinated working of all the departments is vital for successful eye care delivery.

To ensure this, we conduct two or three day Team Building and Strategic Planning workshop at our member organisations towards a holistic capacity building and also guide them to develop their strategies for future. We help our member organisations to conduct needs assessment with the help of leading eye care professionals and managers and based on that we recommend the program most suitable to their needs. Two resource persons from VISION 2020 – India visit the member hospital and conduct this Team Building & Strategic Planning programme.

The process involves obtaining baseline information of the hospital regarding OPD, surgical performance, staff, facilities in a prescribed format, and carrying out an analysis of information provided. More information around service delivery, disease priorities, service area, training & research, market & competition, outreach/Vision Centre and target segment of population, etc. will be identified in discussion with the team through a one-day participatory approach. For each topic, current situation, opportunities & challenges (SWOT analysis) will be presented and the participants as a group will develop key strategies given the local reality.

The plan will cover revisiting vision and mission statements, organizational values, gap analysis, patient flow, strategies for capacity building, service delivery, HR, infrastructure and quality improvement, revenue generation, and developing indicators for monitoring of various developments. The strategic plan development and implementation by member hospitals will improve their capacity and sustainability. The VISION 2020 India secretariat will follow-up on recommendations offered through this plan.

The resource team will conduct strategic plan and team building exercise at the member hospital setting and develop a comprehensive report.

Tentative schedule of the workshop is given below. It may be a **two or three day** workshop depending upon the needs of the organization.

**Day 1:**

- Setting the stage
  - Introduction
  - Icebreaker
- Assessing the current situation and strategy
  - Where we are now and where we want to be – Setting a vision and mission statement
  - Situational analysis – Understanding **what** we are doing and **how** and **why** we are doing it

**Day 2:**

- Developing a strategy
  - How to achieve our objectives
  - Forming an action plan

**ROLE OF THE RESOURCE TEAM**

- As described above.

**ROLE OF VISION 2020 INDIA**

- Arrange the Resource team and plan their travel in consultation with the beneficiary institution.
- Pay for onward and return travel.

**ROLE OF BENEFICIARY INSTITUTION:**

- Arrange and pay the local expenses including stay and food.
- Make pick-up and drop arrangements from & to the nearest airport/railway station.
- Make any other local hospitality arrangements for the Resource team as needed.

If your institution is interested in this program, please fill in the details below and send it to us at [program@vision2020india.org](mailto:program@vision2020india.org) latest by **9 May 2024, Thursday**. We plan to start the programs from **August 2024**.

<b>TEAM BUILDING AND STRATEGIC PLANNING PROGRAM</b>	
Name of the Member Institution	
Contact Person Name	
Email of contact person	
Phone of contact person	
Address of the Institution (including district and state)	
Nearest Airport (mention KMs)	
Nearest Railway Station (mention KMs)	
Preferred date for conducting the program (DD/MM/YYYY)	
Patient Volume per month (OPD)	
Patient Volume per month (Surgery)	
Total staff size	
Total number of departments	