Leadership Accountability and Growth

Fostering an environment where leaders are held accountable for their actions while continuously striving to improve themselves and those they lead.

GOALS, STRATEGIES & BOLD ACTIONS	Champions	Resources Needed	Success Metrics	Start Date	Completion Date
	Those responsible for Tactic	People, Materials, Time, $, etc.	How to Quantify Success	Start of Tactic	Completion of Tactic
GOAL: Cultivate a culture where leadership is a shared, values-driven commitment--strengthened through mutual accountability—so that every leader is equipped and inspired to make courageous, collaborative decisions.					
Strategy 1: "Strenghten Camelot programs by identifying and nurturing emerging leaders, equipping them with the growth opportunities needed to lead with confidence and impact."					
Action 1: Develop and Implement the IGNITE leadership program	Corporate leadership and committees	Training Modules	Promotion of leaders and improved performance data	9/1/2025	
Action 2: Create peer learning forums: Encourage leaders to share challenges and solutions across departments.	Corporate leadership and committees	roundtables, lunch and learns, and learning labs	Quarterly calendars and tracking participation	1/1/2026	on-going
Action 3: Mentorship programs: Pair emerging leaders with experienced mentors to build trust and skill.	Corporate leadership and committees	360 feedback tool and supervisor nominations	track number of mentees, performance of mentees, number of assessments for mentees. Improved competencies and performance. Quanitfy with evaluations.	4/1/2026	
Strategy 2: Build a high accountability leadership culture that consistently delivers performance, develops talent, and models values.					
Action 1: Implement eNPS survey process 3 months after employment	HR Director	Paycom Surveys and KPI Reporting	Reports are delivered to leaders on a quaterly basis.	3/1/2026	
Action 2: Develop a leadership scorecard that is alligned with strategic goals and performance reviews	CEO	Feedback from Regional Directors and other leaders	Improved measurement by end of strategic plan period	1/1/2026	

Organizational Excellence Action Plan
Achieving peak performance and continuous improvement to become the best version of an organization.

GOALS, STRATEGIES & BOLD ACTIONS	Champions	Resources Needed	Success Metrics	Start Date	Completion Date
	Those responsible for Tactic	People, Materials, Time, $, etc.	How to Quantify Success	Start of Tactic	Completion of Tactic
GOAL: Camelot Community Care will achieve organizational excellence through data driven decision making and continious improvement practicies in all programs, resulting in measurable gains in efficiency, service quality and employee engagement					
Strategy 1:Strengthen Talent Development and Engagement					
Action 1: Interim supervisor program for growth opportunities	Corporate Leadership and Regional Directors	Training Committee	Promotion rate and retention rate of participants	3/1/2026	
Action 2: Poll to identify how staff would like to be celebrated	Sheila	Paycom	Completion of poll by 35%	3/1/2026	
Action 3: Peer, supervisor and team recognition through monthly publishing	Supervisors	Jerry, Newsletter, Paycom, Survey Monkey/Form Stack	Increased employee retention by 2% annually	12/1/2025	on-going
Strategy 2: Continue to implement and embed a standardized, data-driven continous improvement framework across all programs					
Action 1: Annually, launch a minimum of one documented improvement initiative per region	Regional Directors and Corporate leadership	KPI Data from which to develop initiatives	At least 75% of initiatives demonstrating measurable improvement	7/1/2026	on-goong annually
Action 2: Continue to develop agency wide KPI as well as region specific KPI's	Regional Directors and Corporate leadership	Performance Data	85% success rate on all KPI's	1/1/2026	

Financial Accountability and Growth 6-Month Action Plan

Ensure a comprehensive understanding of program budgets, proactively monitor and minimize expenses, maintain accurate and transparent reporting, and communicate effectively about any deviations from financial targets to drive informed decision-making and accountability.

GOALS, STRATEGIES & BOLD ACTIONS	Champions	Resources Needed	Success Metrics	Start Date	Completion Date
	Those responsible for Tactic	People, Materials, Time, $, etc.	How to Quantify Success	Start of Tactic	Completion of Tactic
GOAL: We honor our mission through purposeful financial stewardship—measuring what matters and guiding every dollar to create lasting impact for the lives we serve.					
Strategy 1:Empowering accountability through targeted training at multiple levels, mentoring, and financial literacy—building confident stewards within our nonprofit mission.					
Action 1: Create a 30-minute "Camelot Budget and Finance 101" basic training	CFO	**Leadership Team, Regional Directors, Technology (video or recording)**	**A recorded training is developed**	**3/1/2026**	
Action 2: Create a POS/FLEX funds training targeted to those contracts and staff who manage these funds	CFO	**Jana, Regional Directors, contracts**	**A contract-specifc training is developed for each program that has these funds**	**3/1/2026**	
Action 3: Hold monthly budget review meetings with Regional Directors	**CFO, Regional Directors**	**Budget reports, scheduled meetings are set up**	**Budgets are maintained within contract amounts and any variances are adequately explained and addressed**	**8/1/2025**	
Strategy 2:Integrate AI-powered data visualization tools to provide real-time financial dashboards that empower teams to engage in proactive fiscal reviews and targeted training for enhanced accountability.					
Action 1: Implement the new budget software	CFO	**Euna Budget, time set aside implementation training**	**Full Implementation of new budget software**	**8/1/2025**	
Action 2: Create the list of financial metrics that are most important to the Leadership of the organization and integrate into KPI measures	CEO, CFO, CAO	**Performance data**	**85% of programs meet financial measures**	**3/1/2026**	
Action 3: Develop revenue templates for each program and monitor on a monthly basis	Mindy	**Mike, Jana, contracts**	**100% Completion**	**3/1/2026**	