



Noble | Strategic Plan

FY 2022 - 25

HUMAN RESOURCES

Recruit, Train & Retain Employees to Ensure Quality Staffing to Meet Client & Agency Needs.

STRATEGY ONE

Explore ways to incentivize new staff & maintain the loyalty of current employees.

STRATEGY ONE

Reinforce the positive culture of working for Noble by creatively engaging staff so they are dedicated to & happy to be part of Noble.

STRATEGY THREE

Review & revise recruitment & orientation strategies to adapt to the changing landscape of potential employees.

STRATEGY FOUR

Improve the quality & consistency of staff training at all levels.

STRATEGY FIVE

Diversify recruitment strategies for Community Employment Job Coaches.

DEVELOPMENT

Noble's Operations & Services Are Financially Strengthened by Diversified Fundraising Efforts That Respond to Current Trends, Capitalize on Existing Donors & Attract Potential New Contributors.

STRATEGY ONE

Identify & hire a Major Gifts & Planned Giving Officer.

STRATEGY TWO

Ensure each Noble event raises \$100,000+ by enhancing attendee understanding about & connection to Noble, weaving creative touch-points into each event.

STRATEGY THREE

Maximize Noble's business & operational relationships to increase the bottom line.

STRATEGY FOUR

Enhance Board decision making by increasing the depth of information the Board receives about grant status/restrictions, cost of providing services & reimbursement rates.

MARKETING

Reach a Broader Audience & Increase Name Recognition by Enhancing Current & New Marketing Strategies.

STRATEGY ONE

Develop & implement a large-scale marketing plan that crosses a variety of marketing platforms.

STRATEGY TWO

Increase employers hiring through Community Employment by focusing marketing efforts to current, previous & potential employers.

SERVICES

Enhance Noble Services Across the Lifespan of People with Intellectual/Developmental Disabilities While Prioritizing Quality, a Person-Centered Approach, Financial Stability & Community Engagement.

STRATEGY ONE

Strengthen the Kids Only/Noble connection by implementing a process for introducing Kids Only families to Noble services.

STRATEGY TWO

Take preliminary steps toward providing mental health services for people with intellectual/developmental disabilities.

STRATEGY THREE

Eliminate facility-based employment services.

BUSINESS & OPERATIONS

Proactively plan & position Noble to be prepared for changes in managed care as it relates to the future provision of disability services.

STRATEGY ONE

Determine Noble's compatibility with a managed care environment & implement necessary changes to its business model.

STRATEGY TWO

Educate the Board & Leadership Team about managed care for people with intellectual/developmental disabilities.

STRATEGY THREE

Strengthen partnerships with state entities, providers & provider groups. Establish relationships with managed care organizations.

STRATEGY FOUR

Optimize Noble's facility usage in preparation for a managed care environment & the efficiencies this may create.