

# Strategic Plan Overview

**The year 2017 marked the end of the period of the CCJ's first Strategic Plan and sanctioned the beginning of the project to develop and implement a new strategic agenda for the Court. The new strategic plan builds upon the Court's previous plan which covered the period 2013-2017.**

The project, which received support from the regional Judicial Reform and Institutional Strengthening (JURIST) Project, is being executed by US-based consultancy firm, Straub and Associates through its founder, Dr. Daniel Straub.

The firm has over 40 years' experience in developing innovative and effective means for courts "to improve their ability to effectively administer justice and to better serve their communities". Dr. Straub was also instrumental in the development of the CCJ's first strategic plan which governed the period 2013 - 2017.

With the lessons learned from the first strategic planning exercise, special emphasis was placed on ensuring that the implementation stage received the due care and attention required to achieve strategic

alignment across all Units of the Court's operations. This strategic plan development process also stressed the need for a more participatory, engaging and highly interactive process between the Court and its stakeholders.

An internal Strategic Planning Committee (SPC), working alongside Dr. Straub, was therefore established to ensure that these goals were met. The Committee comprises:

- The Honourable Mr. Justice Adrian Saunders, Court President and Chairman
- Ms. Jacqueline Graham, Registrar and Chief Marshal
- Ms. Susan Campbell-Nicholas, Human Resources Manager
- Ms. Jacinth Smith, Chief Librarian
- Mr. Vishal Dube, Information Systems Manager
- Ms. Heather Dyer-Thompson, Case Management Officer
- Ms. Reneiasha Garcia, Accountant
- Ms. Seanna Anisette, Senior Public Education and Communications Officer and SPC Coordinator



Dr Daniel Straub is leading the strategic planning process which is intended to chart the Court's operational direction over the next five years. Here he leads one of the consultations with CCJ employees.

## Strategic Plan Overview Continued



Dr. Straub, seen here with some of the Unit Heads, also led the development of CCJ's first strategic plan from 2012 to 2017.

### Strategic Planning Process

The project began with a Strategic Planning 'Kick-Off Week', from 7 – 10 November 2017, when engagement meetings were held with key internal and external stakeholders. This engagement included sensitisation on the strategic planning process and initiating the data collection activities for an environmental scan and situational analysis. The result of the inquiry process served as an excellent input to the planning process, as it revealed the following four important areas for consideration:

- Regional trends
- Internal staff perceptions and expectations
- Court-user perceptions and expectations
- Regional stakeholder perceptions and expectations

Issue Identification and Strategy Evaluation surveys were completed by regional entities and individuals from the following stakeholder groupings:

- Regional Judicial and Legal Services Commission

- CCJ Trust Fund
- CARICOM
- Bar Associations
- Law Schools and Faculties
- Court Registries
- Court Users

**The data analysis and evaluation resulted in a redefined strategic pathway that responds directly to the identified needs and expectations of the CCJ's stakeholders. Under the theme 'Unlocking Potential – Strengthening Caribbean Jurisprudence', a new mission, vision and value statements were developed by the staff of the Court.**

This new strategic foundation paved the way to a draft plan which comprises six (6) strategic issue areas, 41 strategies and 13 goals.

# Strategic Plan Overview Continued

## Next Steps

The draft plan will be circulated among internal and external stakeholders and the Strategic Planning Committee has also begun working with Dr. Straub to develop the tools that will be required to ensure a smooth transition to the implementation of the plan.

