

ICA:UK Strategic Plan 2022-2025



www.ica-uk.org.uk

Our Mission

ICA:UK works to enable people to bring about positive change and to constructively influence decisions that affect their lives. We do this by training people in our proven 'Technology of Participation' facilitation methods and designing and delivering effective approaches to personal, organisational and social transformation.

Our **vision** is of a just and sustainable world for all.

Our **values** underpin our work:

- **Shared responsibility**
- **Constant learning**
- **Wholeness**
- **Making a difference**
- **A global perspective**

This means our focus is on participation, reflecting our belief that without involving everyone meaningfully in the processes and decisions that affect them, then any development process will be neither just nor sustainable.

What we do

ICA:UK delivers training through:

- An open programme of training in ToP methods and other facilitation content
- In-house courses for organisations looking to use our methods widely in organisational structures

ICA:UK supports the adoption of participatory approaches by:

- Capacity Building with organisations looking to adopt participative ways of working
- Support for individuals and organisations looking to bring participatory approaches to a wider audience

ICA:UK works in partnership with individuals and organisations whose aims align with ours to bring support for participatory approaches to new audiences

We will continue to deliver these services in our Strategic Plan.

Our strategy will renew:

- Our commitment to social justice
- Our contribution to inclusion and participation
- Our global perspective
- Our commitment to learning and change

Our Organisational Framework - The Social Process Triangle



ICA:UK Strategic Directions

Our Participatory Strategic Planning process has identified four key Strategic Directions to achieve maximum impact over the next 3 years:

Being responsive and creative

- We will strengthen our capacity through investing in existing and new trainers and facilitators
- We will develop our quality offer to reach new audiences in new ways

Maximizing our impact through strong relationships

- We will extend our reach and build new and innovative partnerships
- We will continue a strong role in International ICA Networks
- We will continue to facilitate networks for trainers, facilitators and capacity builders

Focusing on anti-oppression and social justice

- We will focus on supporting work with individuals and groups working with marginalised and racialised people, LGBTQ+, Youth and the Environment
- We will support activists, young people and others to undertake social justice activities

Being Effective and Courageous

- We will develop our business plan to provide more support and more sustainability to meet our objectives
- Review our processes, structures and people and develop them to meet our strategic directions
- We will undertake a Diversity and Inclusion Audit and implement a Monitoring, Evaluation and Learning Strategy