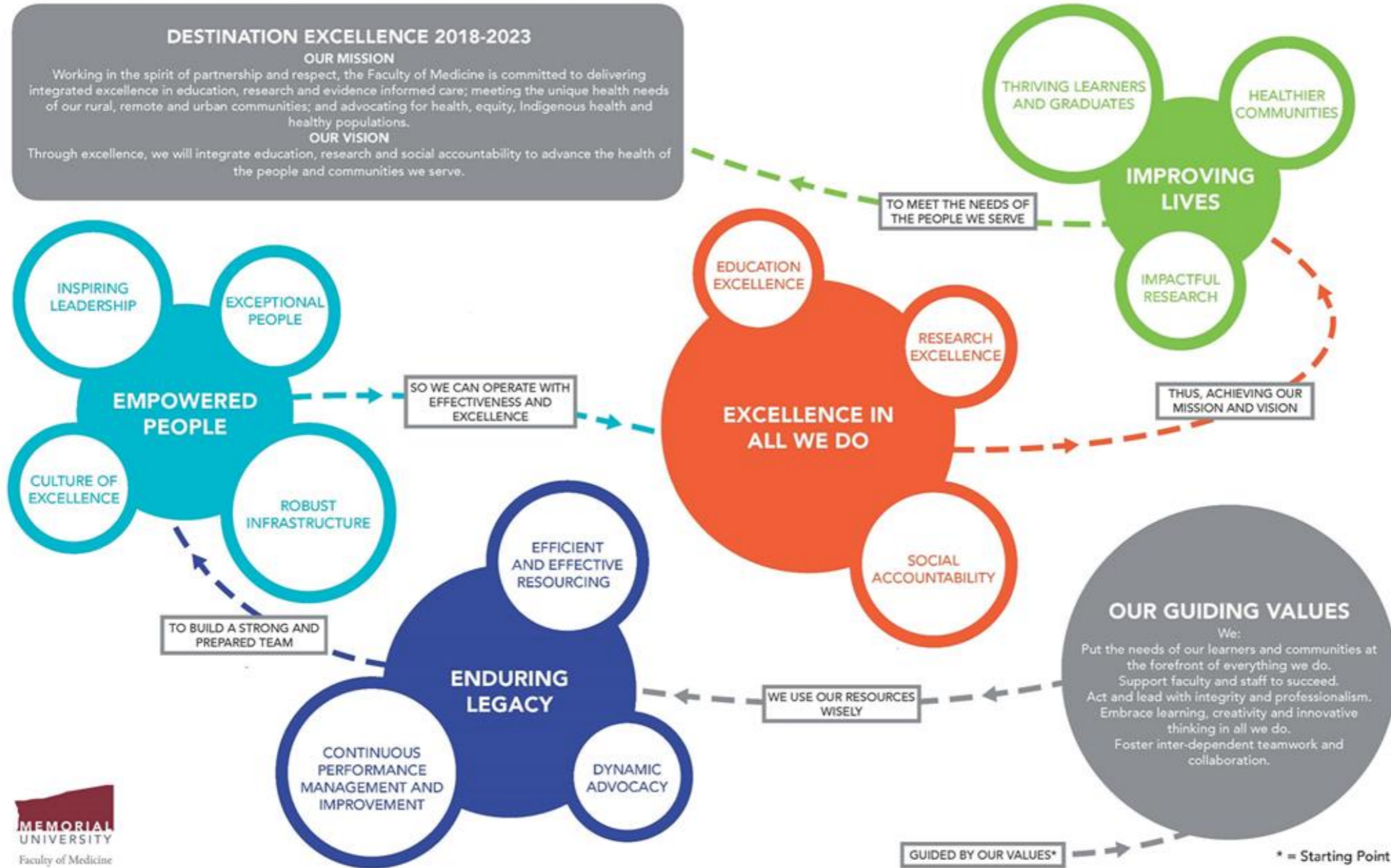


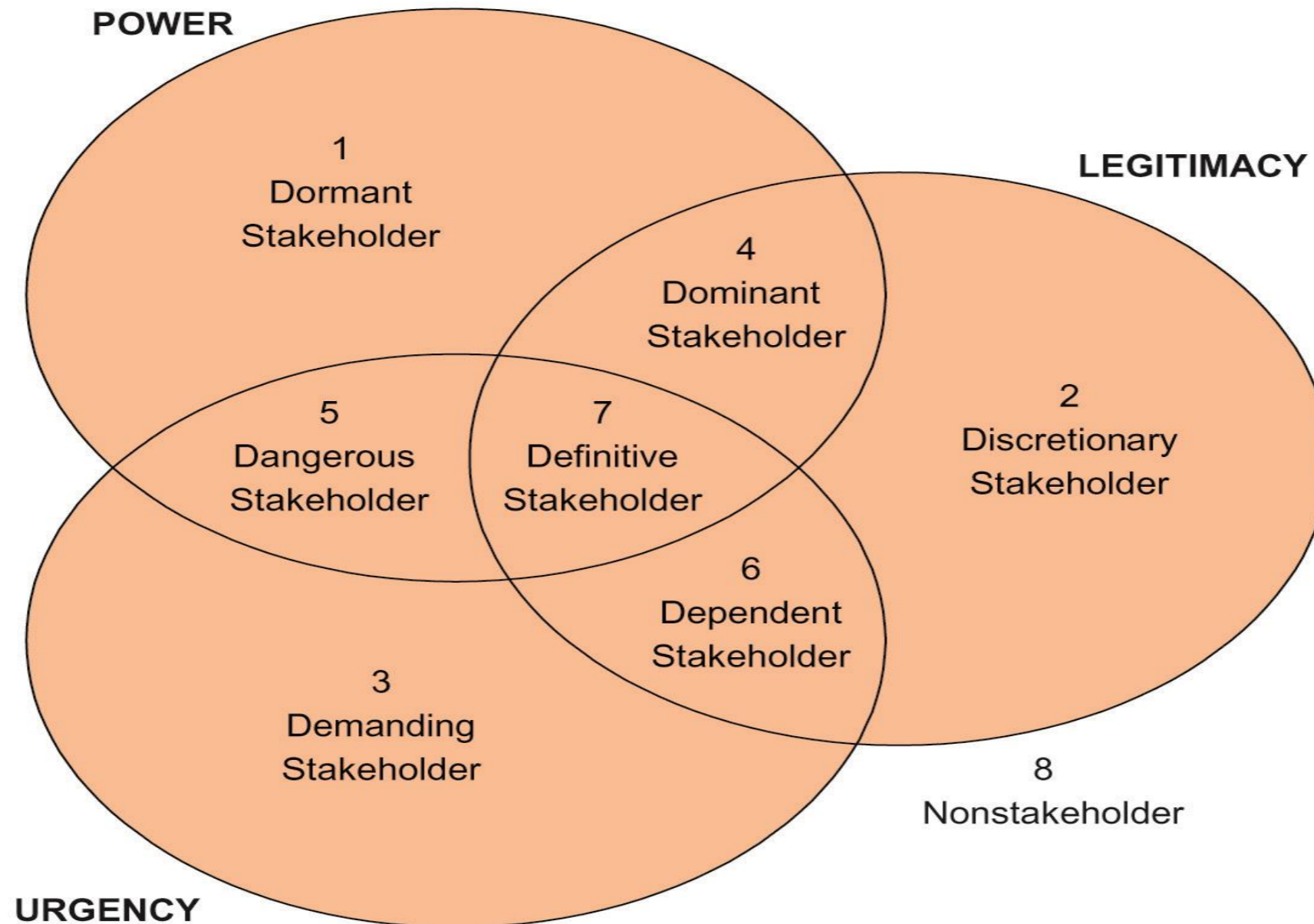
INCLUDING DIFFERENT VOICES IN THE PLANNING PROCESS – A FOCUS ON INVOLVING STAFF

Gerona McGrath
January 2023

OUR STRATEGY MAP



STAKEHOLDER TYPOLOGY



Source: Mitchell, R.K., B.R. Agle, and Donna J. Wood. "Toward a Theory of Stakeholder Identification and Salience: Defining the Principle of Who and What Really Counts." *The Academy of Management Review*, vol. 22, no. 4 1997, p. 874.

OUR APPROACH WITH STAFF

Development stage:

- Consulted for input from many different angles:
 - Specific to their roles
 - Specific to the individuals themselves
- Working groups (IT and Simulation, HR, Research, etc.)

Implementation stage:

- Staff co-chairs for project teams
- Open call for members