

**College of Medical Laboratory
Technologists of Manitoba
Strategic Planning**

2019-2020

atory Technologists of Manitoba



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CMLTM

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College of Medical Laboratory Technologists of Manitoba

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Introduction

The College of Medical Laboratory Technologists of Manitoba (CMLTM) Registrar/CEO and staff are committed to effectively and efficiently working with the Council, the Manitoba government, other health professionals, the public, the CMLTM registrants, and other stakeholders to serve the public interest through the CMLTM polices and directions established by the Council and alignment with the legislation that governs the College.

The CMLTM Council sets aside time every year to review the successes from the past year, identify any threats and/or opportunities in order to set the focus for the Registrar/CEO for the next year.

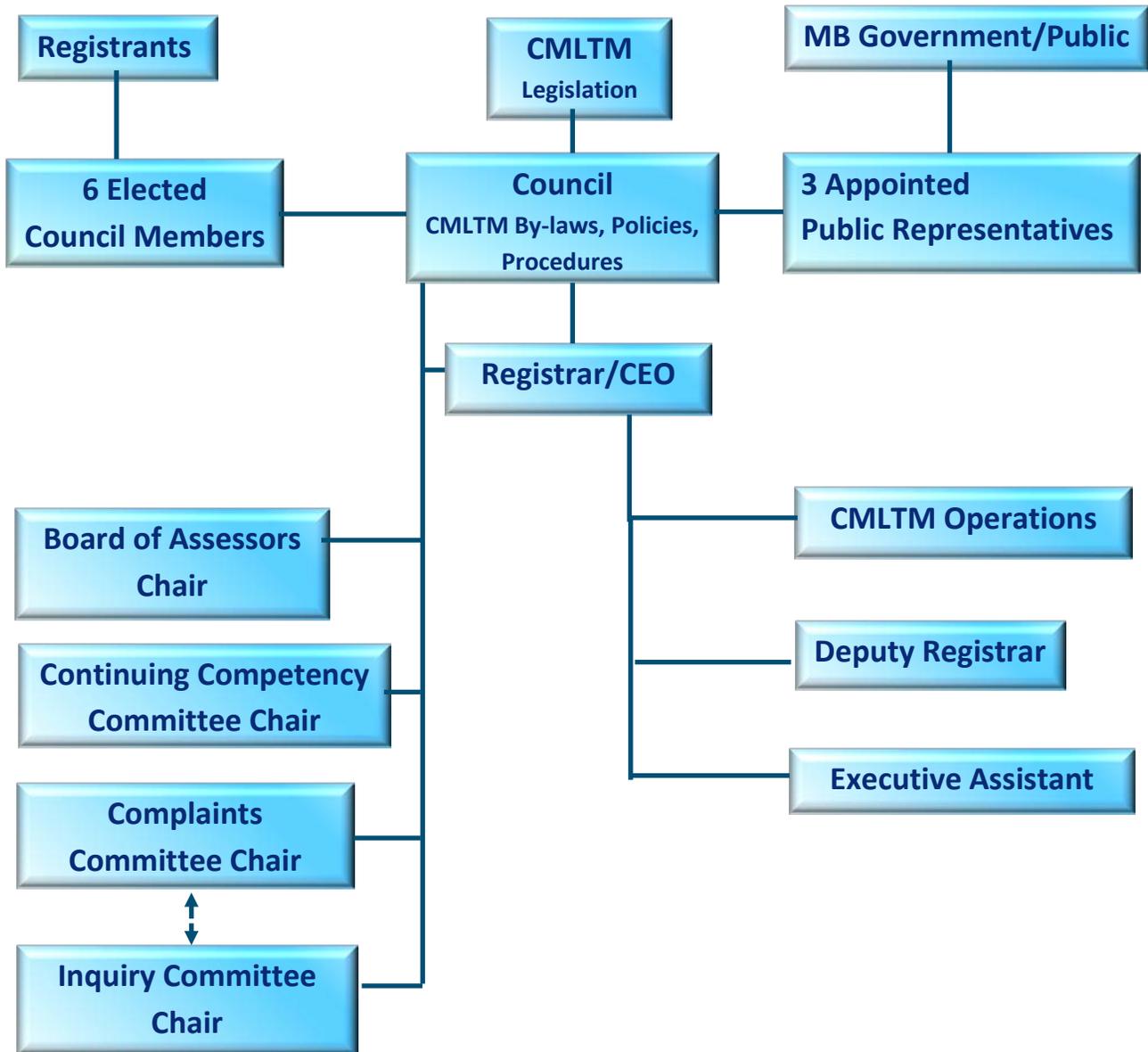
“Leadership: The College will provide expertise and continually seek improvements in professional regulation and practice.”

In order to achieve maximum results, each year the CMLTM Council reviews the Vision, Mission and Value Statements, and conducts a SWOT analysis to identify the strategic priorities for the Registrar/CEO.

This report is the result of the Council’s analysis and is intended to be used to develop the strategic priorities performance metrics for achieving results over the next year (2020).

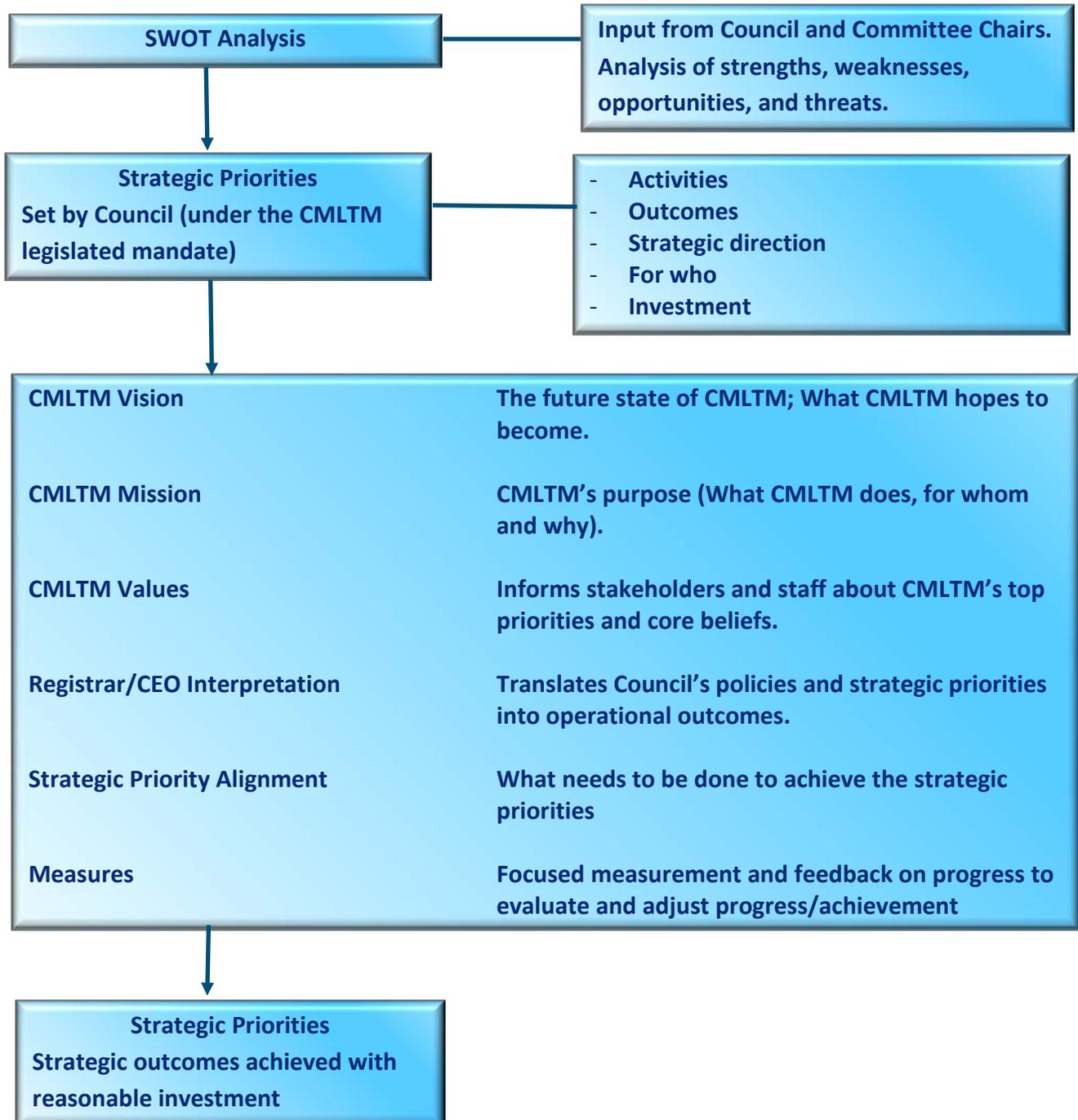
CMLTM Governance Structure

The Council will govern with a style that emphasizes an encouragement of diversity in viewpoints, strategic leadership, distinction of Council and Registrar/CEO roles, and collective decisions. The Council will adhere to a Functional Model of governance attempting to incorporate the core principles of the Carver Policy Governance Model to guide it in creating policy, governing its Council and members, and being accountable to the public.



Strategic Planning Approach

The CMLTM Council planning process takes into account its legislated mandate to “carry out its activities and govern its members in a manner that serves and protects the public interest”. Council is responsible for determining the strategic priorities of the College and CMLTM staff through the Registrar/CEO.



CMLTM Vision, Mission, and Values

Vision

A vision statement is used to describe the future state of the organization, i.e. what the organization hopes to become.

The CMLTM Council and Committee Chairs reviewed the CMLTM Vision statement to ensure that it is congruent with CMLTM's legislated mandate and stakeholders' expectations. The Vision statement was revised and approved:

Excellence and leadership in medical laboratory regulation.

Mission

A mission statement describes an organizations purpose; what it does, for whom, and why.

The CMLTM Council and Committee Chairs reviewed the CMLTM Mission Statement and determined that it required some refining:

Protection of the Public through regulation, by ensuring ethical and competent Medical Laboratory Technologists.

Values

The values statements inform the stakeholders, volunteers, registrants, and staff about an organization's top priorities and what are the core beliefs. Organizations often use a value statement to help identify with and connect to its stakeholders, as well as to remind the employees and volunteers about its priorities, goals, and way of doing business.

Council and Committee Chairs critically looked at the values statements and identified that one of the values statements was referring to the registrants and the CMLTM Code of Ethics. After some discussion the following Values Statements were approved:

Leadership: *The College will provide expertise and continually seek improvements in professional regulation and practice.*

Integrity: *The College will conduct itself in a professional, fair, honest, and transparent manner to our members and the public.*

Accountability: *The College will be accountable to the public, government, and members by following policy and conducting investigations in a fair, equitable and confidential manner.*

SWOT Analysis

The Council and Committee Chairs identified and discussed a number of CMLTM's organizational Strengths (internal), Weaknesses (internal), Opportunities (external), and Threats (external) to identify key issues that would be used to develop the strategic goals and objectives;

Key Strengths

CMLTM staff is dedicated, experienced, reliable, knowledgeable, caring, and committed to supporting Council decisions.

Key Weaknesses

Recruitment/interest of new volunteers for Council, committees, and working groups.

Key Opportunities

Positive collaborative relationships with other regulatory bodies.

Key Threats

*Change in Government's view of profession self-regulation/right to self-regulate the profession is revoked.
Registrants' lack of understanding regarding CMLTM's role/responsibility.*

Strategic Goals

Financial Stability and Accountability

As the governing body of the organization (CMLTM), the Council recognizes its fiduciary responsibility to provide oversight and to ensure that CMLTM is meeting its legislated regulatory mandate while being financially responsible. During the 2018 strategic planning meeting the Council reviewed CMLTM's financial position and developed the 5-year financial plan.

Council is committed to the 5-year financial plan and to monitoring its progress, including;

- Search for an appropriate renter for the surplus office space (the rental income will be allocated to the capital improvement fund).
- Development of collaborative agreements/partnerships for interprofessional projects that benefit CMLTM or its registrants.

Registrant Engagement

Over the years CMLTM Council has experienced ongoing difficulty recruiting volunteers for committees as well as registrants willing to be nominated for Council.

At the same time, it appears CMLTM registrants are still uninformed about CMLTM's mandate, role, and responsibilities to the profession, the public, and other stakeholders even after numerous newsletter articles and implementation of the mandatory jurisprudence learning module.

CMLTM Council recognizes the importance of sustaining registrant engagement and awareness in the on-going success of the organization. Council is committed to developing more engaging communication strategies to increase recruitment, and registrant involvement and engagement.

Truth and Reconciliation Commission Report; Recommendations and Calls to Action

The CMLTM Council has recognized the organization's and the profession's responsibility to the recommendations and calls to action from the Truth and

Reconciliation Commission report. In the spirit of recognizing mistakes and harms that were done in the past, CMLTM is committed to exploring effective ways to address the recommendations and calls to action that directly relate to CMLTM and the medical laboratory technology profession.

Transition to the Regulated Health Professions Act (RHPA)

CMLTM has been asked by Manitoba Health to work on the regulation review and other tasks required to transition the Medical Laboratory Technologists Act to the RHPA.

CMLTM Position Statements

As CMLTM is the expert in the profession and practice of medical laboratory technology and issues related to the laboratory procedures our registrants perform, it is important for CMLTM to issue position papers on laboratory related issues that have an impact on patient safety and laboratory services.

Measuring our Performance

Council is committed to being accountable to our stakeholders as we are working to deliver on our Vision and achieve our strategic goals. Council has created a standing Strategic Plan monitoring agenda item for Council meetings in order to review the progress of the strategic goals. These progress reports will be recorded in the Council meeting minutes which are posted on the CMLTM website.

Council, in collaboration with staff, will identify key performance indicators (KPIs), develop performance ranges for the KPIs, and develop a Scorecard to be used to report, track and monitor our progress. This will help Council ensure that the progress is being reported in a transparent manner and to be accountable to our key stakeholders.