

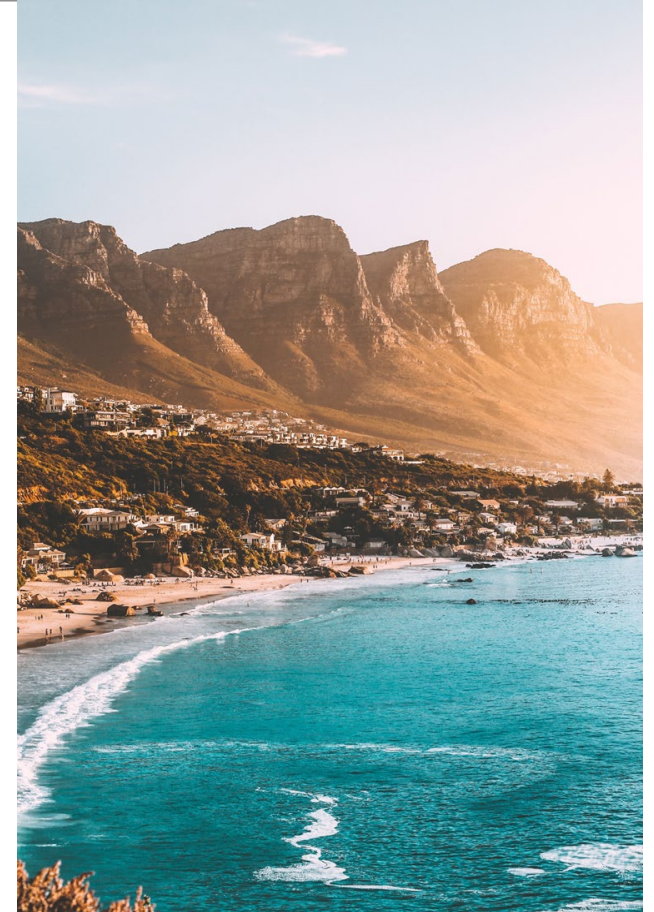


CIMPAD STRATEGIC PLAN 2021-2026

CONSORTIUM FOR
INTERNATIONAL
MANAGEMENT, POLICY
AND DEVELOPMENT

Mission Statement

To strengthen and promote public sector leadership and management in the sustainable development of communities throughout the African Diaspora. This mission is achieved via the exchange of research and knowledge, ideas and proposals, experiences and best practices among public/private professionals, NGOs and academicians



Vision Statement



CIMPAD will be a sustainable volunteer organization that promotes quality of life in African communities and the Diaspora through mutual sharing of knowledge and best practices in public administration and public service delivery.

Core Values Statement –



“WE LEAD”

The core values of CIMPAD shape our character and guide our actions toward service to others. These core values serve as an instrument that binds us to accomplishing our mission and vision.

Core Values Statement – “WE LEAD”

World-class: Providing world-class solutions that target needs and issue areas, cultivate positive experiences and deliver possibilities for long term success in benefit of all stakeholders.

Education: Engaging with global partners, primarily in Africa, and community leaders to establish educational learning opportunities, to create exchange programs for students, to provide student scholarships, and to explore pathways to African youth leadership initiatives.

Leadership: Promoting public sector leadership through good governance that promotes the highest ideals of honor and integrity to produce a culture and climate of efficiency, productivity, equity, transparency, trust and accountability.

Excellence: Serving global communities through excellence in service to others via capacity building, human development, community engagement, and networking to foster personal and organizational relationships.

Advocacy: Enhancing the efficacy and effectiveness of collaboration working relationships among academicians and practitioners in African countries and the Diaspora through advocacy and empowerment.

Development: Developing effective public-private partnerships that foster valuable exchanges of information that advances knowledge, achieves sustainability, and promotes human security in African communities.

Organizational Strategies

The strategies CIMPAD will use as *we lead* are captured in the following organizational actions:

- **Networking** in making personal and organizational relationships.
- **Exchanges** of practitioners, academicians and students in the areas of public management, public finance, public policy, economic development, leadership development and peace-making.
- **Good Governance** by promoting highest ideals of honor and integrity, ethical, professional management.
- **Sharing Technical** skills, expertise and education.
- **Conflict Resolution Skills/Reconciliation**
- **Information Exchange and Knowledge Sharing** of best practices, best methods and expertise.
- **Organizational Values** of productivity, effectiveness, efficiency, aid in capacity building and human development and community engagement.



SWOC ANALYSIS

STRENGTHS

- A bold, clear Mission Statement that is achievement measurable.
- A courageous Vision Statement that is vested in public policy/administration tenets.
- A core group of Board members that possess the interests, skills and desire to make the organization successful.
- A history of developing well planned and executed international conferences with African Diaspora Partners.

WEAKNESSES

- Lacking in developing and maintaining structured strategies necessary to sustain the Mission.
- Lacking in developing an office operations infrastructure for the organization.
- Lacking in making operational, several Articles of the ByLaws, particularly Articles II and IV.
- Lacking in developing and implementing a plan to connect technologically and intellectually with



SWOC ANALYSIS

OPPORTUNITIES

- Establish a membership solicitation program by developing a form email, personalized letter from CIMPAD President which may be sent to various
- Establish honorary corresponding relationships with USA and African Diaspora officials who may be significant to CIMPAD.
- Establish a structured series of programs and projects to maintain interest in activities outside of the Bi-Annual Conferences.
- Establish goals and a Standing Fund Development Committee for
- Friend/fundraising efforts to sustain the organization.



SWOC ANALYSIS

WEAKNESSES

- Commit to organizing CIMPAD's Bi-Annual Conference as a Summer School College Credit Program.
- Commit to formalizing CIMPAD membership with all African Diaspora countries participating in Conferences.
- Commit to seeking professional recognition by responding to US Department of Education and USAID contract solicitations.
- Commit to leaving a product in each country visited that value the CIMPAD Mission/Vision Statements.



CIMPAD 2026 Goals and Objectives

Goal 1: Contribute in a Global Context

- **Objective 1-A:** Work collaboratively with two or more African countries developing leaders in public administration, health and education
- **Objective 1-B:** Support the work in developing youth to promote education and healthcare. African Leadership Center
- Moderators: **Aziz Zemrani**, David Bell, Guila Cooper

Goal 2: Facilitate Information and Talent Exchange

- **Objective 2-A:** Facilitate Information Exchange
- **Objective 2-B:** Facilitate Talent Exchange
- **Objective 2-C:** Provide Technical Assistance
- **Objective 2-D:** Youth Entrepreneurship
- Moderators: **Kendra Brumfield**, Mpho Letima , Dana Michael Bruce, Guila Cooper

Goal 3: Raise CIMPAD visibility through communications and marketing at various venues

- **Objective 3-A:** Develop the CIMPAD Story-Document the history of CIMPAD
- **Objective 3-B:** Prepare and distribute quarterly newsletter
- **Objective 3-C:** Tell the CIMPAD Story
- **Objective 3-D:** Publication and presentation of conference proceedings with lessons learned
- Moderators: **Lori Gentles**, Yvonne McGee, Harvey White, Esther Langston, Berhanu Mengistu, Guila Cooper

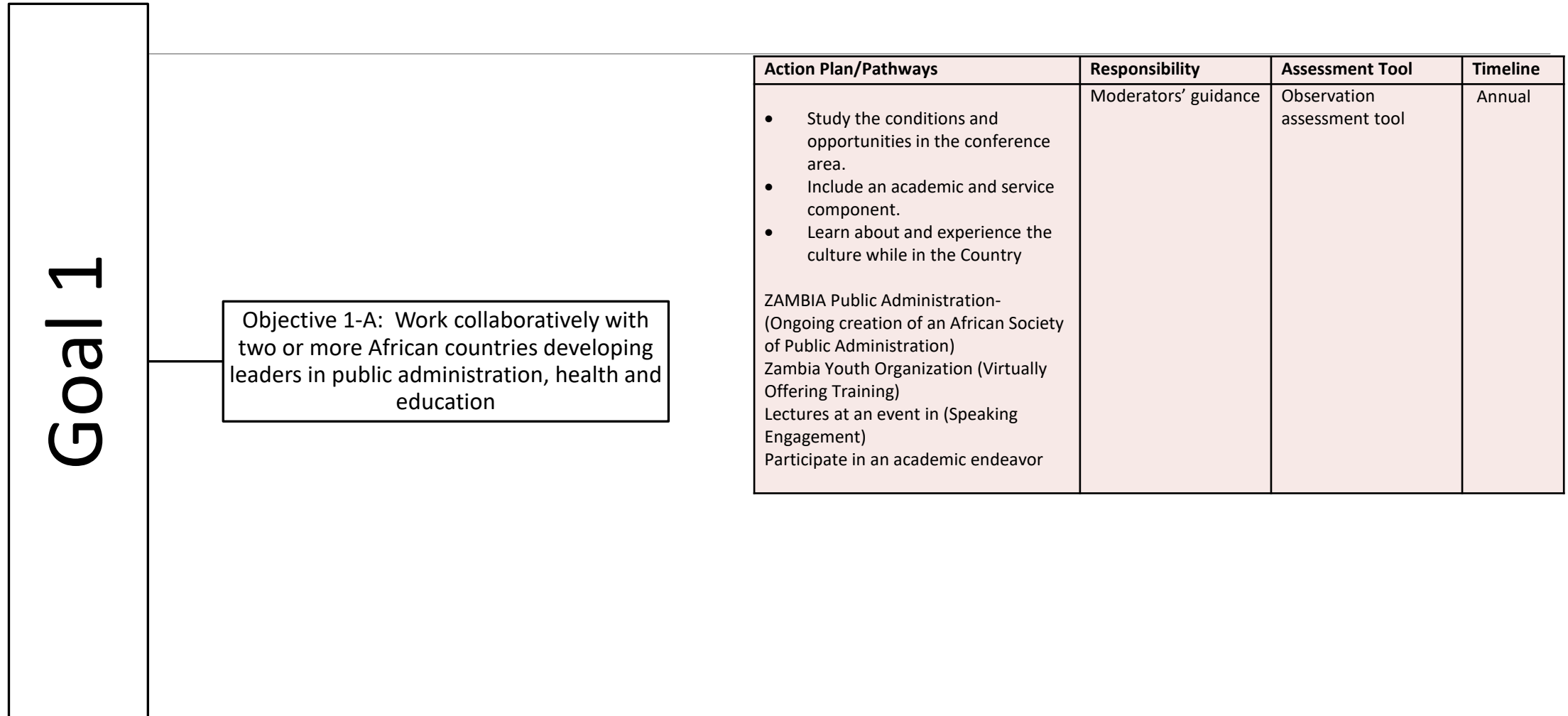
Goal 4: Maintain Organizational Sustainability

- **Objective 4-A:** Build an Endowment by Soliciting and collect financial contributions/donations for the maintenance of operating expenses and prospective scholarships by December 31st of each year
- **Objective 4-B:** Preserve connection with all African and U.S. conference attendees by creating an electronic directory following the conference
- Moderators: **Peggy valentine**, Harvey White, Sy Murray, Berhanu Mengistu, Esther Langston, Stephen Condrey, John Saunders, Roy Jones, Duduzile Maseko, Guila Cooper

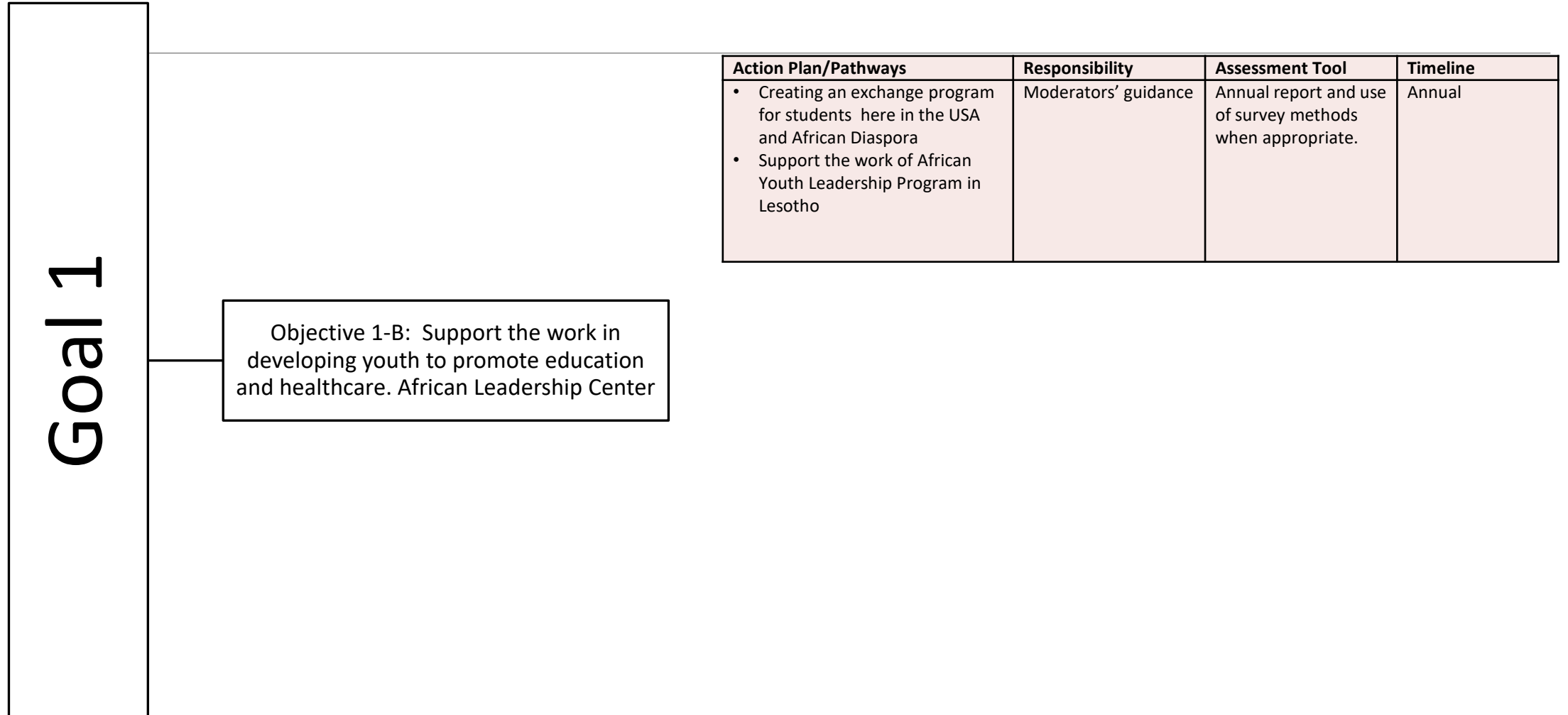
Goal 5: Identify Way Forward

- **Objective 5-A:** Develop new strategic programming modules for future consideration
- Moderators: **Mary Bruce**, Clifford Sunkari, Baakile Motshegwa, Roy Jones, Peter Odoki, Guila Cooper

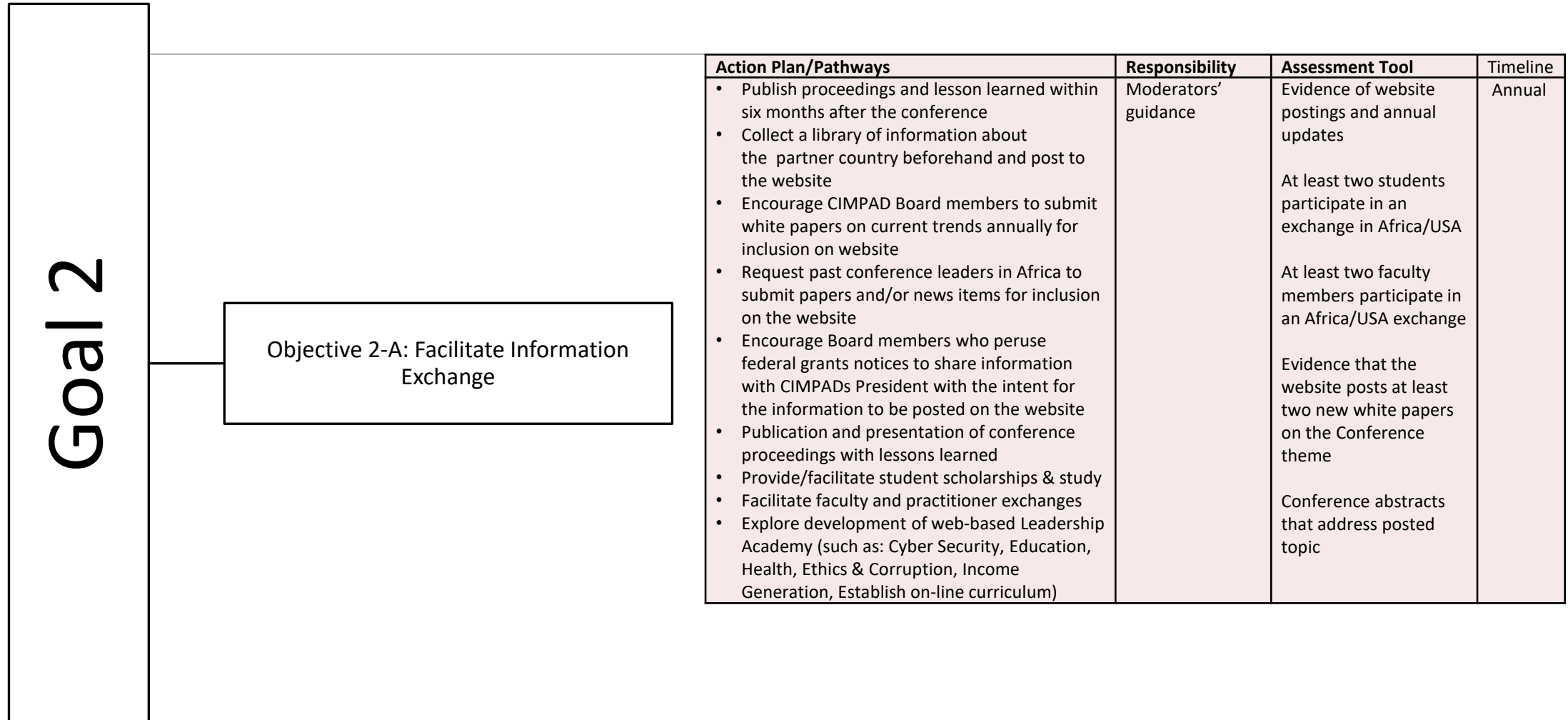
Goal 1: Contribute in a Global Context



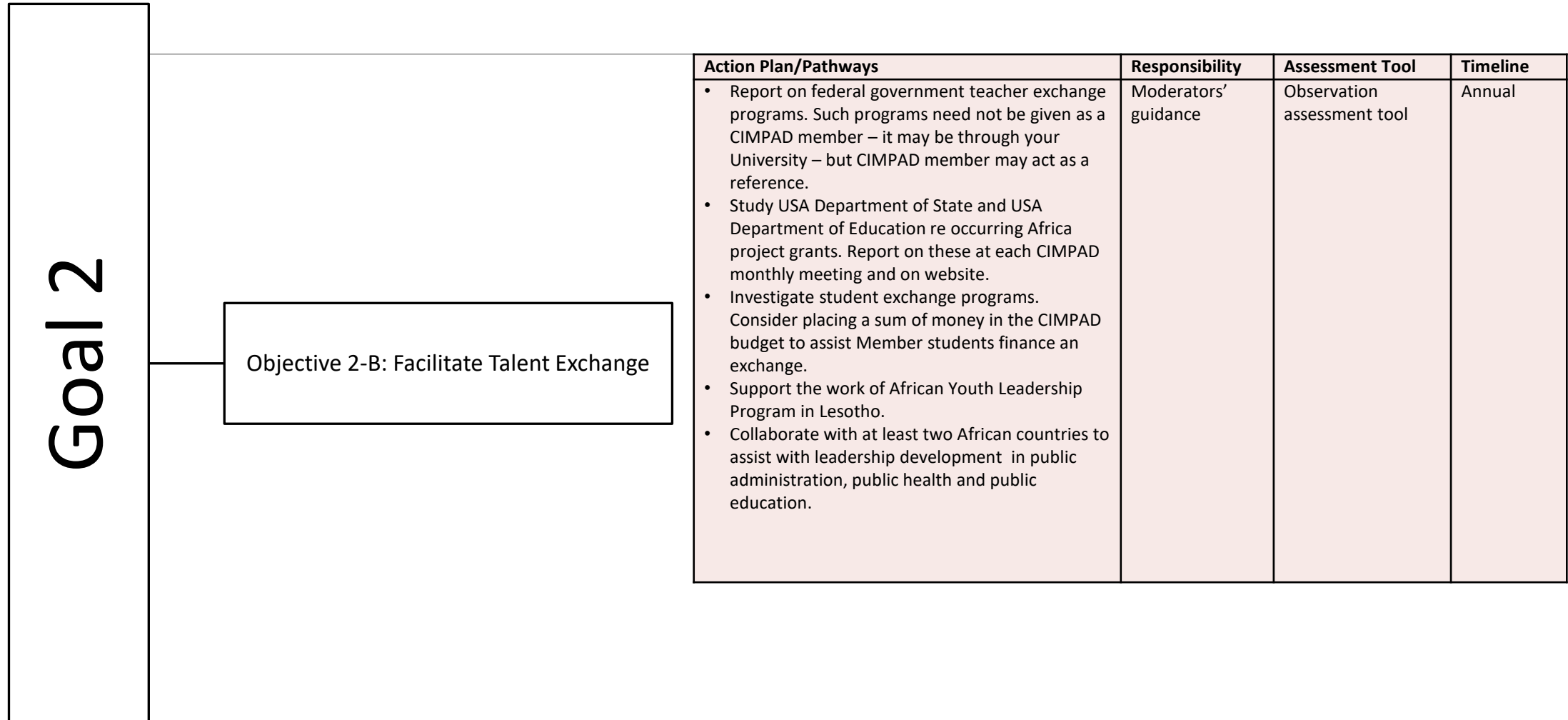
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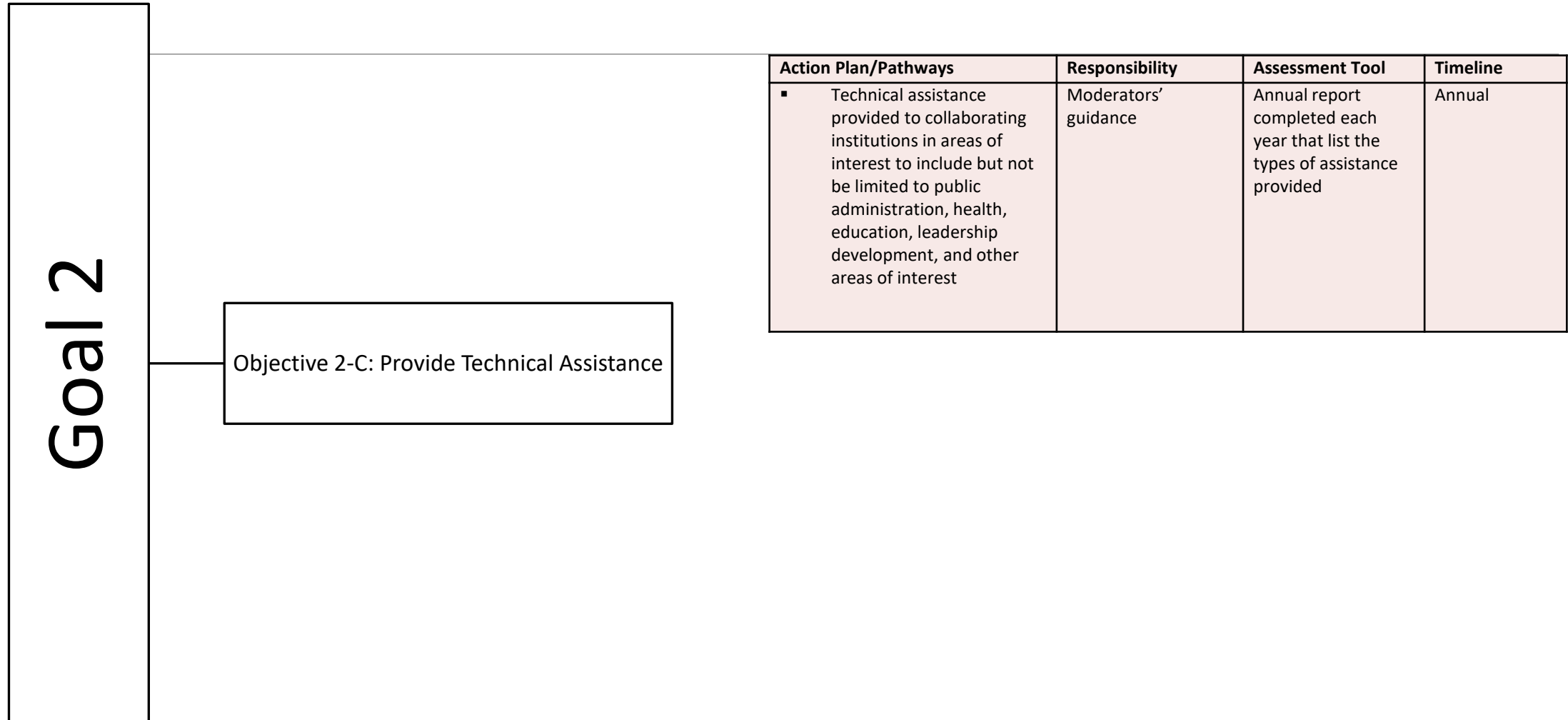
Goal 2: Facilitate Information and Talent Exchange



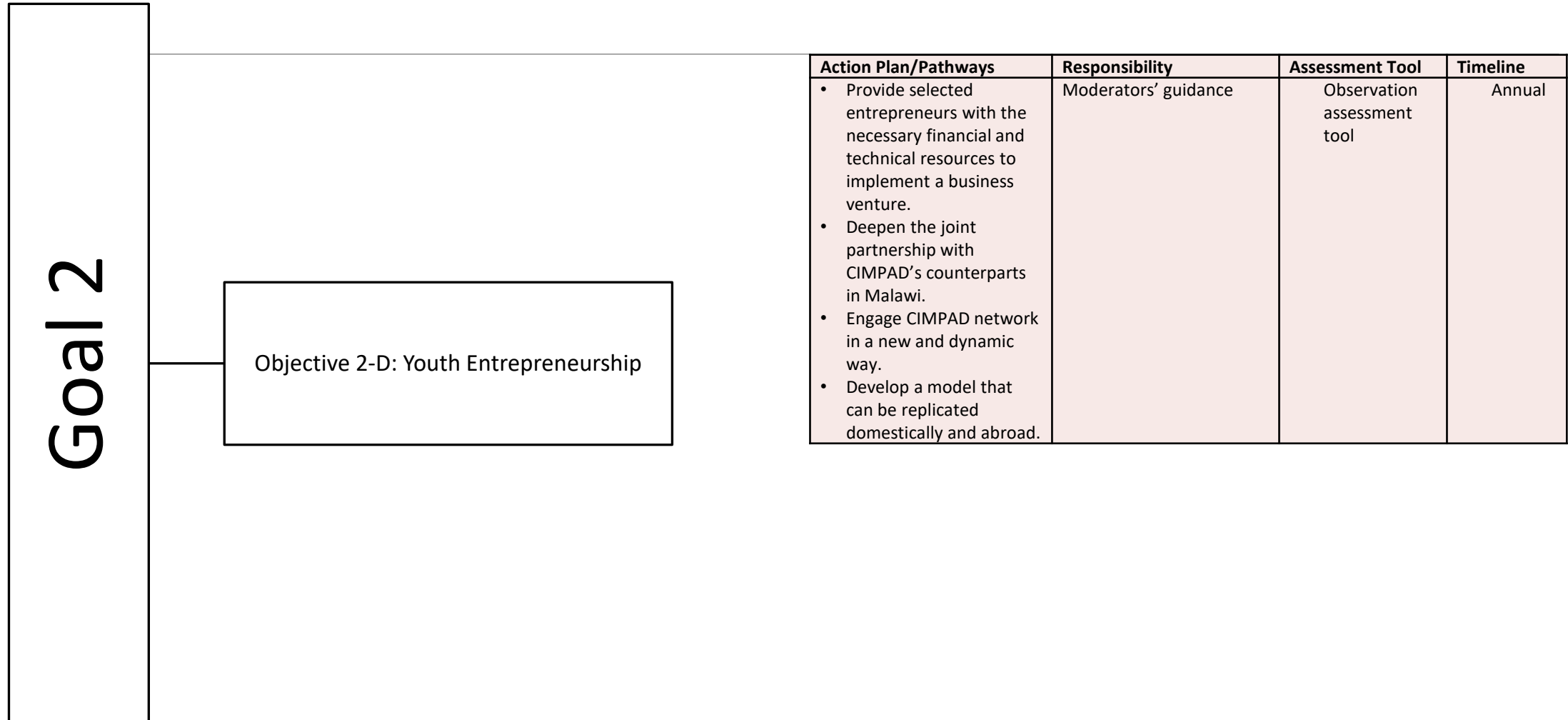
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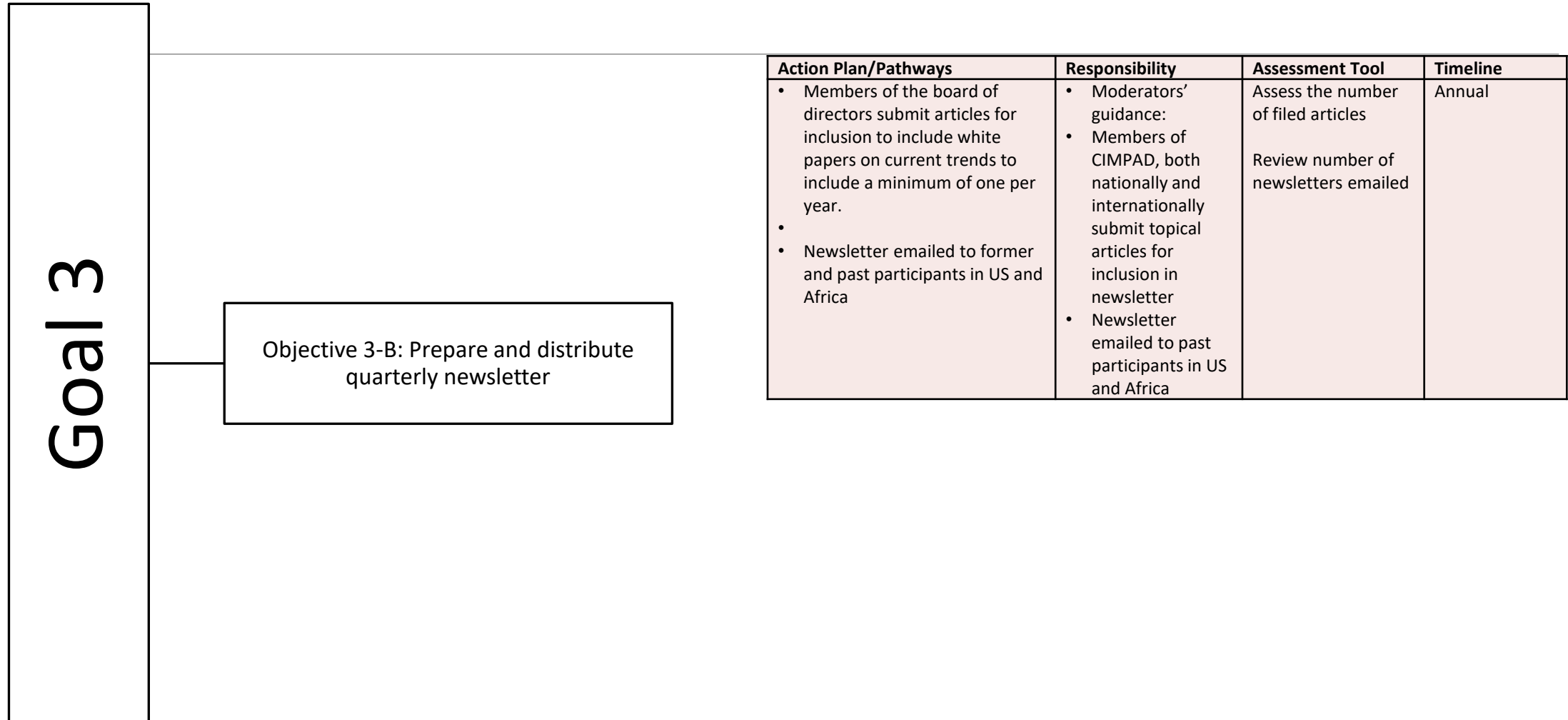
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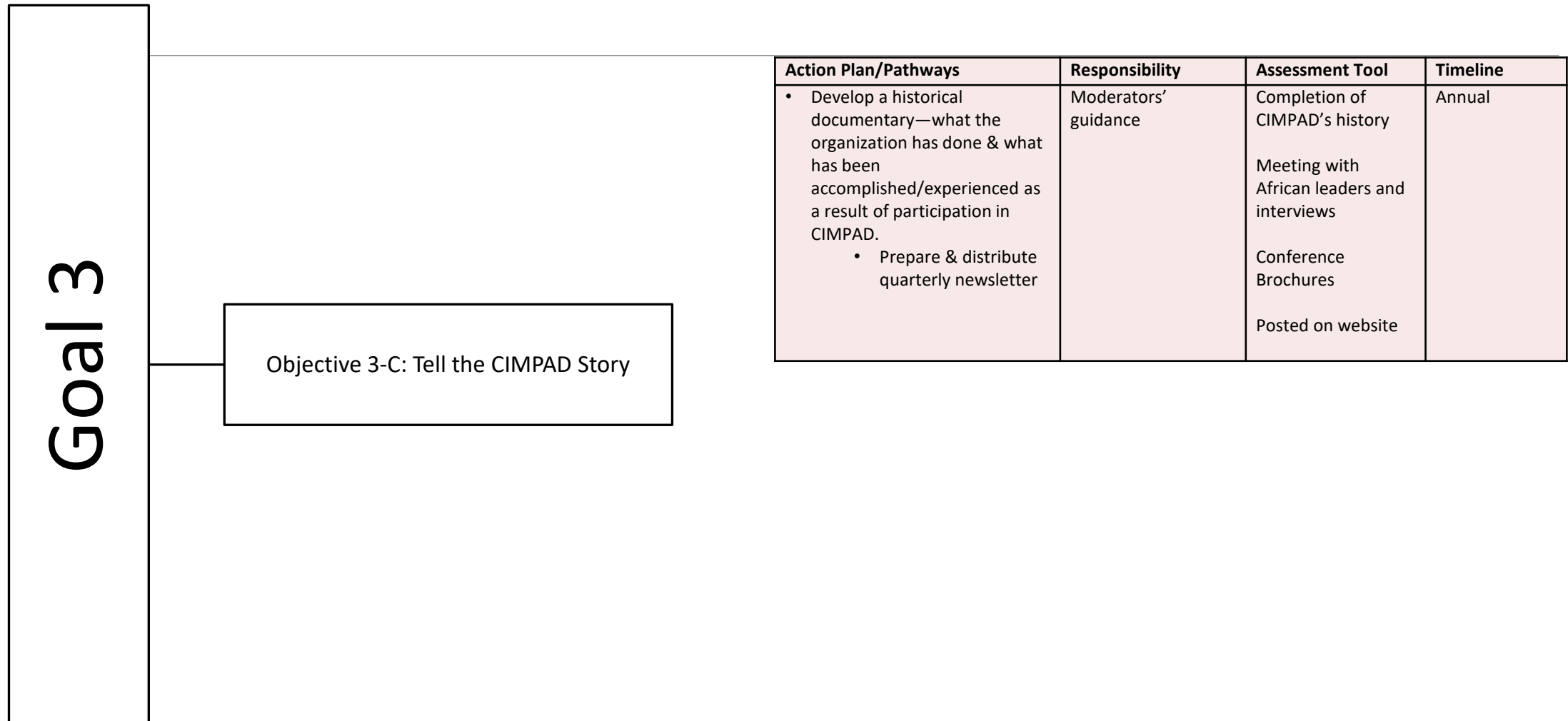
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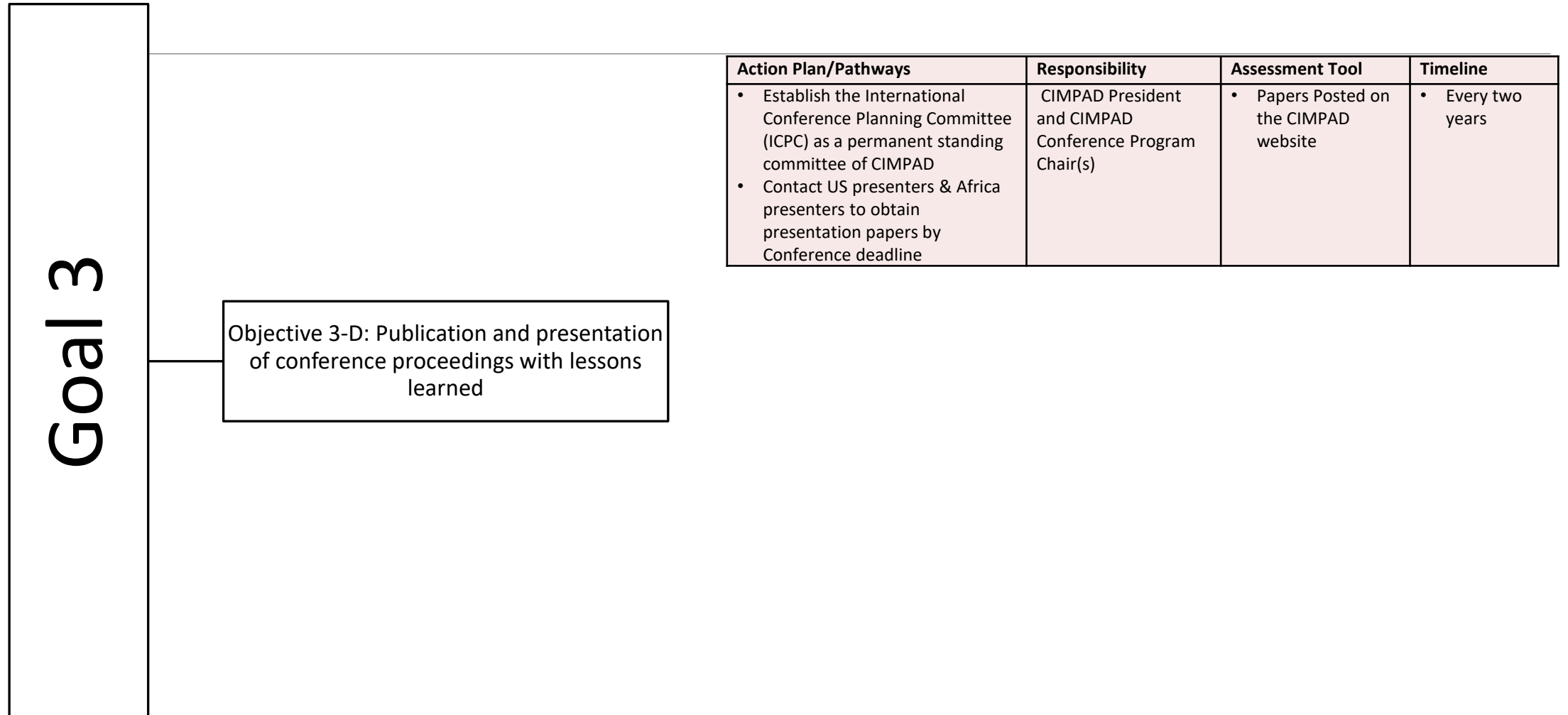
Goal 3: Raise CIMPAD visibility through communications and marketing at various venues



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Goal 4: Maintain Organizational Sustainability

Goal 4

Objective 4-A: Build an Endowment by establishing an annual membership fee; by writing grant proposals, and by soliciting financial contributions/donations for the maintenance of operating expenses, Conferences expenses, and prospective scholarships annually

Action Plan/Pathways	Responsibility	Assessment Tool	Timeline
<ul style="list-style-type: none">• Establish a development committee• Obtain commitments for university scholarships• Secure 100% Board participation in financial contributions.• Establish an endowment fund.• Build relationships and connectedness.• Develop/update the Strategic Plan including organizational mission statement & 3-5 year goals.• Increase involvement of the African Diaspora• Sustain stakeholder involvement/partnerships.	Moderators' Actions	Papers posted on the CIMPAD of commitments obtained Annual financial report Completion of CIMPAD's history	Annually

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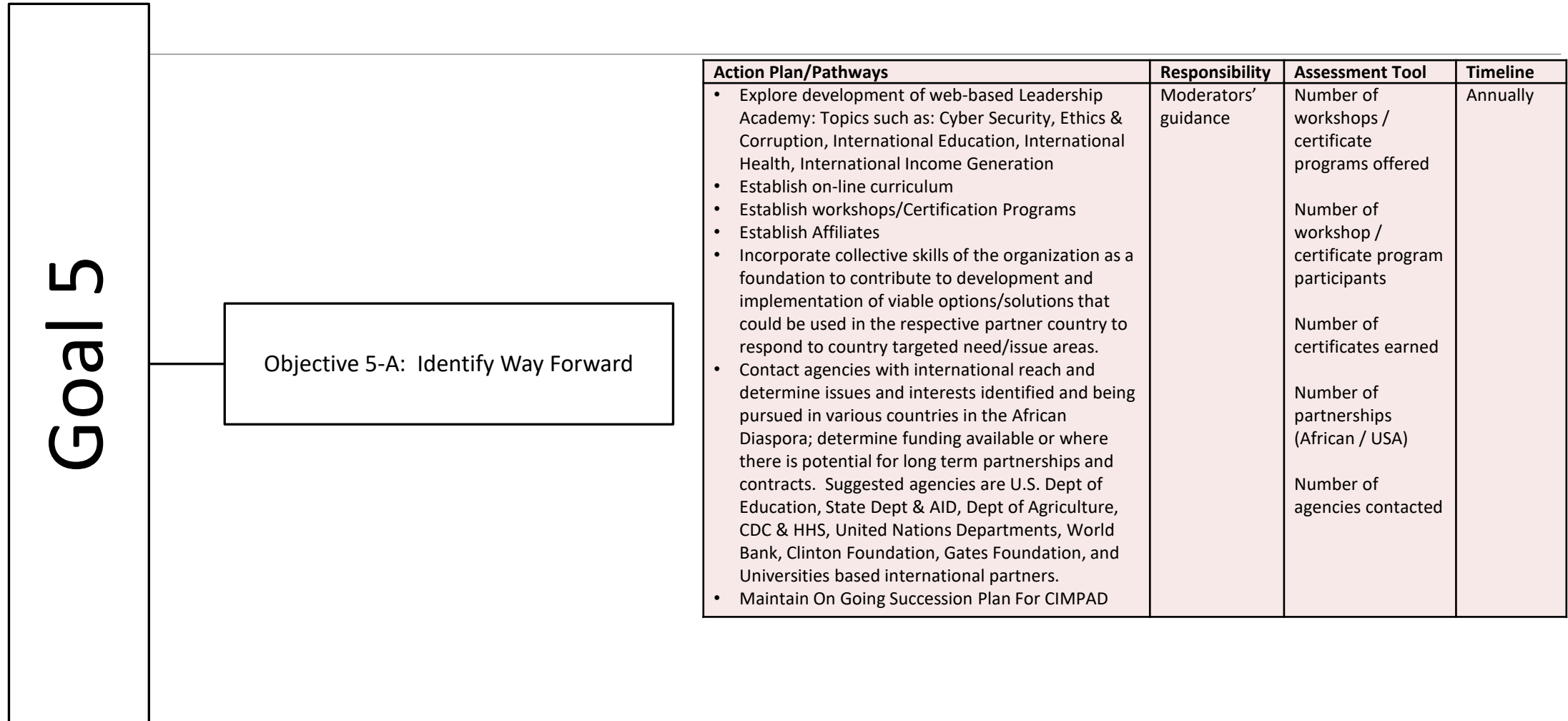
Goal 4

Objective 4-B: Establish permanent International Conference Planning Committee (ICPC). Preserve connection with all African and U.S. conference attendees by creating an electronic directory following the Conference

Objective 4-C: Offer Relevant Conferences and Develop a Short/ Long-range Conference Planning Subcommittee that simultaneously plans for the second two years

Action Plan/Pathways	Responsibility	Assessment Tool	Timeline
<ul style="list-style-type: none">• The permanent ICPC shall consist of the General Chair President, and others appointed by the President:- Vice Chair for Conference Program Planning- Vice Chair for Logistics- Vice Chair for Finance- Vice Chair for marketing and Communications• Develop a packet of information that explains what a host country needs in order to host a CIMPAD Conference.• Secure letters of invitation for two upcoming conferences in advance.• Complete a planning roster that reflects conferences 4 years in advance.• Post Conference information to website immediately upon confirmation by host country.• Market Conferences extensively.• Webmaster to prepare – post list of Africa and U.S.A. Conference attendees on the website.• Maintain special contact and involvement with students – African and USA who attend Conferences on scholarships.• Develop succession plan for CIMPAD	Moderators will place action on agendas as needed.	Assess the list of attendees Review minutes	Annually

Goal 5: Identify Way Forward



Strategic Plan Developers

Mary D. Bruce, PhD, MPA

Carmyn Polk, MSC

Sy Murray, MGA

Harvey L. White, PhD, MS, Founder

Peggy Valentine, EdD, President

cimpad.org 501C Organization