

## Step Progression Plan

2018 - 2020

Revised: 4/10/18

**2020**  
Projecting Out  
on the  
National Stage

**2019**  
It's About Our Members!  
Engagement,  
Recruitment & Retention

**2018**  
New Leadership  
& Operations  
Paradigm

**Preparation -  
Organizational  
Phase**  
First 30 Days

- Finalize Plan
- Train Leadership on use of plan
- Annual Timeline complete and distributed

- Ensure leadership and new office operations in sync
- Use project management model to achieve goals and increase volunteers
- Formalize governance structure & procedures
- Wise financial management
- Increase visibility & clout of AHVAP

- Full review of membership value, rolls and toolkit
- Develop membership drive
- Annual Development Plan for Education, Competence & Career Success
- Promote diversity
- Community Outreach

- Expand AHVAP's "footprint" and reach across the nation
- Secure top-level talent for programming
- Formalize Annual Advocacy Plan
- Position AHVAP as the "go to" source for HVA Professionals
- Package and project out the "new" AHVAP
- Look ahead to 2021 - 2023 (update Strategic Plan)

- ONGOING OPERATIONAL GOALS**
- Develop and leverage AHVAP's online presence and services.
  - Develop and leverage a social media program.
  - Expand professional development and conference offerings.
  - Strengthen value proposition of AHVAP membership through effective programs, services and initiatives to all VA Professionals.
  - Expand Mentorship Program
  - Refine nomenclature of the VA profession.

**NOTES**

- Reflects and expands on work conducted by AHVAP Leadership at Strategic Planning Workshop held in October 2017.