

#1	Mitigate Violence in Healthcare	Define, gather and evaluate data to support the reduction of violent incidents in healthcare, and collaborate with affiliated organizations in designing, implementing and sharing solutions.
	By Dec 31, 2019	<ul style="list-style-type: none"> • Develop a plan to ensure continuous engagement and collaboration with affiliated organizations in mitigating violence in healthcare. • Hire a project manager to lead the data warehouse team in defining reporting criteria that will be gathered and evaluated for benchmarking. • Run a pilot of data collection with the data warehouse team and recommend how the output can be used in evaluating and improving defined healthcare security metrics.
	By Dec 31, 2020	<ul style="list-style-type: none"> • Partner with consultants and other organizations as needed to build a healthcare security database and begin collecting data.
	By Dec 31, 2021	<ul style="list-style-type: none"> • Continue to evaluate healthcare security data collected. • Share insights and research with the healthcare community and other affiliate organizations. • Teach healthcare security professionals how to interpret and use the data to improve outcomes for their organizations.
#2	Education through Technology	Provide healthcare security and safety education and knowledge to professionals globally 24/7, and better enable healthcare security professionals to share knowledge and experience with each other through technology.
	By Dec 31, 2019	<ul style="list-style-type: none"> • Design, develop and test a Basic level eLearning course for healthcare security and safety personnel • Launch 1-2 facilitated virtual small group discussions on topics prioritized by members in their conference registration. • Plan and host 2 virtual meetings for the Long-Term Care Focused Interest Group (FIG) • Launch a Technology Trends FIG

	By Dec 31, 2020	<ul style="list-style-type: none"> • Launch the Basic eLearning course and new certification exam. • Ensure 100% of IAHS education content is available electronically • Launch a user-friendly discussion forum and knowledge repository • Develop a marketing plan and establish relationships with local partners to expand Basic, Advanced and Supervisor eLearning courses and certifications to 1 additional country outside of the US and Canada.
	By Dec 31, 2021	<ul style="list-style-type: none"> • Launch 1-2 additional SIGs on topics of highest interest amongst members • Develop a marketing plan and establish relationships with local partners to expand Basic, Advanced and Supervisor eLearning courses and certifications to 1 additional country outside of the US, Canada, country defined in 2020.
#3	Value Proposition	Define and promote the value of IAHS membership and professional certification for various member segments and for all healthcare executives, clinicians and other stakeholders.
	By Dec 31, 2019	<ul style="list-style-type: none"> • Launch a new CHPA exam and gather data to be used for an accreditation application with NCCA. • Work with accreditation consultants to develop and implement policies for the CHPA program to support accreditation. • Plan and conduct 2-3 local educational events that are 1+ days in length in geographical areas without active chapters to occur in the 3rd quarter. • Develop a succinct value proposition for each member segment with an ROI component.
	By Dec 31, 2020	<ul style="list-style-type: none"> • Achieve accreditation through NCCA for the CHPA. • Develop a process for identifying hospital security departments without participation in IAHS membership or certification programs and a plan for outreach. • Develop an onboarding process for new members. • Create a marketing plan to promote the defined value proposition through affiliation channels, social media and direct outreach.
	By Dec 31, 2021	<ul style="list-style-type: none"> • Implement an outreach campaign to engage with top hospital security directors in the US and Canada.