

# Strategy Map 2017 – 2026



## PURPOSE

We amplify the voices of a global leadership network of STEMM women to foster a sustainable planet.

## OUR AMBITION

**VISIONARY GOAL:** By 2036 we have powered a globally diverse leadership network of 10,000 STEMM women who are ensuring the sustainability of our planet.

Realise the potential of every Homeward Bounder to lead for the greater good

Mobilise a global collaboration of women with a STEMM background

Visibly leading in the communities in which we live, work and serve

## STAKEHOLDER EXPECTATIONS

Participants

"I am willing and able to lead"

Community

"We are stronger together"

Organisations and Communities

"We are taking actions with impact"

## SUCCESS DRIVERS

### HB Experience

Foster collaboration, inclusion and a legacy mindset

Build the capacity to lead and influence others

Deliver an inspiring and empowering experience

### HB Community

Collaborate towards impactful outcomes

The network owns and acts on the purpose of Homeward Bound

Build a self-sustaining HB community with agency

### HB Impact

Alumnae are known for and demonstrate a new style of leadership

Use Homeward Bound as a platform for constructive influence

Extend the Homeward Bound platform to elevate our influence

## ENABLERS

### HB Foundations

Establish a credible, diverse, sustainable faculty

Target women willing and able to deliver the HB strategy

Commit to continuous learning and development

Utilise technology to enable our goals

Ensure fit-for-purpose governance and operational capacity

Ensure a financially self-sustaining business model

Collaborative

Inclusive

Legacy Mindset

Trusted with Assets

# VISIONARY GOAL



VISIONARY GOAL	Definition
<p>By 2036 we have powered a globally diverse leadership network of 10,000 STEMM women who are ensuring the sustainability of our planet.</p>	<p><i>This means that we provide the tools, skills and support network to enable this diverse, connected and visible group of women from around the world to embody and advocate an evolving model of leadership which is legacy minded, collaborative, inclusive and trustworthy with assets. By elevating the influence of women in leadership, we contribute to better outcomes for humanity and the planet.</i></p>

# HB VALUES

## VALUES SUPPORTING BEHAVIOURS



VALUE	SUPPORTING BEHAVIOURS
<b>COLLABORATIVE</b>	<ul style="list-style-type: none"><li>- we work together to common cause</li><li>- we take on leadership roles and accept responsibility</li><li>- we actively seek input (ideas and expertise) to advance what we do</li><li>- we are decisive when the process requires</li><li>- we are collectively accountable for the outcomes</li></ul>
<b>INCLUSIVE</b>	<ul style="list-style-type: none"><li>- we include diverse voices</li><li>- alumnae and our broader network can help shape Homeward Bound</li><li>- we enter dialogue inclusively to generate ideas and solve problems</li></ul>
<b>LEGACY MINDSET</b>	<ul style="list-style-type: none"><li>- we always think long term - 10, 50, 100 years</li><li>- we build a sustainable initiative</li><li>- we have a concrete succession plan</li></ul>
<b>TRUSTED WITH ASSETS (MONEY AND PEOPLE)</b>	<ul style="list-style-type: none"><li>- our word is our bond</li><li>- we treat every part of Homeward Bound as if it were our own</li><li>- we treat people as our loved family</li><li>- we value money as the lubricant of possibility</li></ul>

# HB EXPERIENCE THEME DEFINITIONS



STRATEGIC OBJECTIVE	DEFINITION STATEMENT
Realise the potential of every Homeward Bounder to lead for the greater good  “I am willing and able to lead”	This means that the Homeward Bound program has a measurable impact on each participant’s ability to lead and influence the world’s most significant issues in shaping the future.  This means that each participant is motivated, equipped and resourced to lead.
Foster collaboration, inclusion and a legacy mindset 	This means that we establish connected and sustaining relationships that build a community of engagement and support focused on our long-term impact.
Build the capacity to lead and influence others 	This means that participants are engaged in a journey of personal transformation and growth that provides them with the opportunity to realise their leadership potential. The program develops both the individual leadership capability and the participants’ broader external leadership influence on their teams, organisations, communities and our world.
Deliver an inspiring and empowering experience 	This means that the experience provokes us to courageously engage in making a difference to our world. We evolve and improve the program content and delivery as we scale, mature and become more global. Each participant is willing to positively contribute.

# HB COMMUNITY THEME DEFINITIONS



## STRATEGIC OBJECTIVE

## DEFINITION STATEMENT

Mobilise a global collaboration of women with a STEMM background



“We are stronger together”



Collaborate towards impactful outcomes



The network owns and acts on the purpose of Homeward Bound



Build a self-sustaining Homeward Bound community with agency

This means that with each year’s cohort, we build a global community of women with a STEMM background who have an increasing and significant impact on shaping the way we manage our planet as home. The HB organic leadership model enables everyone to contribute.

This means that the Homeward bound community of participants provide an engaged and supportive network to amplify their efforts and drive transformational change to make this planet a safer and more sustainable place for future generations.

This means that each Homeward Bounder has the opportunity to build the strength of the Homeward Bound community. This can be achieved by working together on relevant and impactful activities, including Homeward Bound projects and other opportunities beyond Homeward Bound, as well as acting as faculty for future cohorts and through the Convergence.

This means that each participant understands the Homeward Bound purpose and strategy, and is willing, able and supported to be an active agent for change and contributor to implementing the Homeward Bound aims.

This means that we develop a Homeward Bound community of capable contributors that are aligned, self-funded, independent and empowered to lead, influence and contribute to impactful outcomes. Inter-cohort connection, mentoring and collaboration is fundamental to individual and collective impact.

# HB IMPACT

## THEME DEFINITIONS



STRATEGIC OBJECTIVE	DEFINITION STATEMENT
Visibly leading in the communities in which we live, work and serve 	This means that the organisations, local and global communities, including targeted stakeholders, realise the tangible impact of the Homeward Bound women in enabling better decisions that shape our future. This happens because women have had a greater voice and a positive influence at the leadership table.
“We are taking actions with impact” 	This means that we are not just talking about change but we make the change and our actions create impact. We have clarity on our strategic outcomes and track them (MEL). Everything we do is contextualised by the need for global action together, where many people lead (a polyocracy). We live the call to action from “fierce urgency and stubborn optimism” and we lead by example, integrating the individual and community experience, so the call to action is heard by everyone.
Alumnae are known for and demonstrate a new style of leadership 	This means that we practice the collaborative, inclusive, legacy minded and trusted with assets leadership narrative that we espouse ourselves and promote it in the communities in which we operate and influence. Wherever we work, we are mindful of how scientific information is taken up and its value in decision making for the greater good. Our message is clear and understood by, and relevant to, the non-science community.
Use Homeward Bound as a platform for constructive influence 	This means that everyone involved has the courage, opportunity and freedom to amplify their purpose and the central purpose of Homeward Bound through any appropriate means – alliances, media, collaborations, policy, influences of all kinds.
Extend the Homeward Bound platform to elevate our influence	We strategically and systematically use media to create a sustained call to action and position Homeward Bound’s role in better managing the planet as home. We leverage and optimise the platforms, people and opportunities to have global reach and influence. Our messaging matches our increasingly impactful voice and is ‘on song.’

# HB FOUNDATION

# THEME DEFINITIONS



STRATEGIC OBJECTIVE	DEFINITION STATEMENT
Establish a credible, diverse, sustainable faculty	This means that the faculty (onboard and onshore) are recognised as leading experts in their field, equipped to deliver the program and as HB scales, increasingly reflect the global diversity of the participants. We are continuously capacity building and incorporating new faculty drawn from the HB alumnae without diluting the consistency, efficiency and sustainability of the program. We adapt the faculty roles and recruit new faculty to meet evolving needs and opportunities.
Target women willing and able to deliver the HB strategy	This means that we recruit a diverse pipeline of candidates and applicants for the Homeward Bound program that will benefit from it, engage with it, and have the potential to lead, influence and contribute significantly to the HB outcomes.
Commit to continuous learning and development	This means that the faculty ensures there are mechanisms and expectations to share and leverage learning within and between faculty and participants, to be both efficient and effective, and to maximise benefit.
Utilise technology to enable our goals	This means that we seek out and apply technology solutions that support the global and collaborative nature of this program. We employ good program management and communication practices and tools.
Ensure fit-for-purpose governance and operational capacity	This means that we leverage the momentum we create by actively planning and managing our activities and align our resource capacity. We are continuously capacity building and increasing diversity in our operational and leadership teams. The Board provides improved governance oversight. As we scale our governance becomes more structured without losing its unique organic nature. We ensure our impact is visible and relevant using the MEL framework.
Ensure a financially self-sustainable business model	This means that the entire program is self-funding, from each Homeward Bounder funding their participation, to committing resources and facilities from donors. The strategic funding of our business model has increasing emphasis to ensure the program's sustainability.