

Elements in the development of an Institutional Growth Plan

Dr. Martin Kuhn

HANDOUT

Every Adventist institution is the materialization of its vision of the future in contrast to the social, economic and political reality in which it is inserted. The establishment of its vision for the future must be based on the Biblical principles and the writings of the Spirit of Prophecy. But understanding contemporary reality and establishing strategies to promote institutional growth in turn, is often an insurmountable challenge for many Adventist organizations. Seeking to promote sustainable growth, at the Adventist University of São Paulo we use the following principles:

(1) Pillar 1: STRATEGIC ALIGNMENT

- a) Diagnosis and Goals
- b) Alignment of Options
- c) Strategic plan

2) Pillar 2: FINANCIAL MANAGEMENT

- a) Structure Alignment
- b) Team Review
- c) Austerity in Financial Management

3) Pillar 3: EVALUATION OF RESULTS

- a) Management control instruments
- b) Governance Model
- c) Analysis on investment return

4) Pillar 4: CRITICAL SUCCESS FACTORS

- a) Leadership
- b) Method
- c) Knowledge