



Strategic Plan

2016-2021

DIAGNOSTIK GROUP | SUPPORT THE CHILDREN

“Creating a dynamic and prosperous environment where the children can develop themselves in security and be conscious of their citizen duties.”



Address: 16, rue Jacob, Route de Frères 13

Phone: +509 3775 5326

Email: diagnostikgroup@gmail.com

Website: www.diagnostikgroup.org

Facebook: www.facebook.com/diagnostikgroup

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The reason for Diagnostik Group

Promote health among children and youth through education, service delivery and environmental responsibility in a sustainable development perspective.

About Us

Diagnostik Group (DIGR) is a non-profit organization founded in 2013 by young professionals from Haiti. The expertise of these young leaders and their passions for the common cause are assets that are put at the service of the Haitian population to compensate for many lacks of the sanitary system in Haiti.

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Our Vision

Diagnostik Group has the sole vision of creating a dynamic and prosperous environment where the children can develop themselves in security and be conscious of their citizen duties. Diagnostik Group firmly believes that the success of this vision is not possible without the creation of programs touching: quality health care services, education for the children and the mothers in a sustainable development perspective.

Our Values

- ▶ Passion
- ▶ Competence
- ▶ Integrity
- ▶ Good will:

The Diagnostik Group members are committed to provide a service that exceeds the ordinary. They do not stop nor get discouraged because of time or money when it comes to improving the quality of life of the children of Haiti.

Our Mission

Emphasis on a holistic approach to medicine aiming the well-being of children and mothers:

→ Put psychosocial programs in place for children. Giving priority to children that have been abandoned or who are currently in public hospitals

→ Sensitize and educate young adults in age to reproduce, on subjects related to family planning, first aid, sexual protection and nutrition

→ Establish partnerships with other organizations, both local and international that have a similar mission in order to exchange knowledge on the best practices and strengthen our institutions conversely

Context

Haiti is currently in a critical phase. The economic and social challenges are barely progressing as opposed to a rapidly growing population. Most of our indicators in terms of health are now in the red section. The mortality rate for mothers is currently at 350/100,000, the one for young children is 88/1000 for children under 5 years of age. 44% (4.211.000) of the Haitian population is constituted of children under the age of 18 and 13% (1.250.000) are children under 5. Around 10% of the population under 5 years, are victims of advanced malnutrition and are exposed to diseases in the long term with mental deficiencies. More than 4 children out of 10 do not have access to basic sanitary services and live in homes without toilets. 4 out of 10 children live in the worst conditions of poverty; 7 children out of 10 suffer from at least one type of lack. 61% of children under 5 and 50% of pregnant women suffer from anemia. Diagnostik Group, faithful to its mission to provide a holistic approach to children and young mothers health, wants to, for the next five years, implement its activities with the objective to reduce the lack of education related to health, to allow a global action on the malnutrition issue, prevent children intellectual handicaps, to equip the young adults in age to reproduce, to compensate for the lacks of the MSPP and its partners, to contribute to the existence of a healthy population that will be more able to produce goods and services for the country.

Work method

Our work method is based on 7 foundations:

1. The respect of human race
2. Active participation of beneficiaries
3. The sharing and exchange of goods (partnerships)
4. Durability
5. Accountability
6. Efficiency
7. The sharing of knowledge



The respect of human race

Preserve the dignity of the beneficiaries is a priority for Diagnostik Group. We are guided by this principle, both in the choice of the services we offer and in the way we offer them

The participation of the beneficiaries

Diagnostik Group, in all of its actions, behaves as a support and catalyzer. We do not, in any way, make any decision or execute any project for the beneficiaries. We firmly believe that, letting the beneficiaries execute the projects is the best bet of value and durability.

The exchanges of goods

During this phase of economic recession and lack of humanitarian aid, it is more than necessary to put our resources together in order to not only avoid duplications but also facilitate a better collaboration to benefit the targeted communities. For us, it is not about working in close networks and engaging ourselves in unproductive competitions. We value team spirit and partnership in order to reach higher and more significant results. The work is always lighter when shared by many.



Durability

In our mission to transform the communities with the most needs into new communities, independent with more responsibilities and less need for aid, we give priority to projects with significant and sustainable impact.

Accountability

Diagnostik Group does not see its beneficiaries as people to whom they do not owe any royalties. On the contrary, the beneficiaries are considered as evaluators and their recommendations are fully taken into consideration.

Efficiency

Our motto is to accomplish the maximum results while using the minimum resources. In order to do so, we use our cleverness, our sense of citizenship and our knowledge of the Haitian sector.

The sharing of knowledge

Diagnostik Group firmly believes that the success stories deserve to be shared in order to inspire, give hope and sensibilize.

Also, Diagnostik Group encouraged the reinforcement of local non-profit organizations because they inquire less administrative costs and management, are close to the population in need both on a cultural and geographic level and are in a good position to follow up and execute sustainable projects in these communities.

SWOT Analysis

Opportunities	Menaces
<ul style="list-style-type: none"> • Presence of numerous local and international organization on the Haitian ground / more opportunities of strategic alliances • The existing connection throughout a large network both on the local and international level • Now is the time when young leaders and entrepreneurs are at the heart of development projects for local communities • The potential existing in Haiti thanks to its young and dynamic population 	<ul style="list-style-type: none"> • The supported demographic growth (2.5%/year, IHSI) / More pressure on us to offer services • No motivation of the people in a position to help in the sector of mothers and children health • Corruption / favoritism and lack of public administration → hindering our actions • Haiti's dependence on international aid / Less international aid
Forces	Weaknesses
<ul style="list-style-type: none"> • Our members profile • Our cumulated experiences since 2013 • Our willingness to work with other local and international organizations • Our conscious decision to better ourselves by following a strategic plan 	<ul style="list-style-type: none"> • Weaknesses in our organizational structure / bad management of our different resources • Lack of diversification in our experiences • Lack/weakness of relationships with other local and international organizations • Lack of financial resources / Inexistence of an annual budget • Underuse of the institution's image / weak internal and external communication



Potential partners

We have a long way to go in order to be able to build relationships with the different partners of the national and international community. Our potential partners:

- The existing networks of local and international organizations already or not yet on the field in order to facilitate the exchanges and partnerships, sharing of knowledge and expertise.
- The Haitian government in its role of regulation, facilitation and control
- The public organizations (OCB) in order to facilitate the implementation of our actions on the national level
- International agencies and Non-governmental organizations (NGO) for the execution of their action plan on the Haitian field through the financing obtained



Activities descriptions

The logic model below presents our major activities and projections for the next 5 years.

Resources	Activities	Products	Results	Impact
Volunteers Diagnostik	Monitor's trainings	20 trained monitors	Children are healthier and more productive	Improvement of the mothers and children health throughout the 10 geographic departments of Haiti
Social workers and psychologists	Creation of children development room	10 operational children development room	Mothers are more prepared to fulfill their family duties	
Experts in children health	Nutrition program	10,000 children beneficiaries of cognitive and nutritional support		
Hospitals				
Financial resources	Sanitary education program (focus on young mothers and women in age to reproduce)	3000 couple mother/child educated in nutrition	Prevention of early and unplanned pregnancies	
Community organizations		200 young women receiving sanitary education		
Local and international partners				

4 Essential

In order to guarantee the implementation of this strategic plan, Diagnostik Group will need to insure the renewing of the knowledge and the transfer of competences by organizing on one hand training sessions for its members and the members from other partner organizations on diverse subjects (Project management, risk and disaster management and prevention, leadership, social marketing/social media management, Quickbooks, systematization etc.) according to the needs, the available financing and on the other hand by applying a follow-up system for all the training session received.

This new beginning also requires a restructuration of the executive team in terms of quantity of members and of competencies. In order to stay aligned with the aimed results, this team will be composed of:

- A full-time coordinator
- A part time administrative assistant
- A full-time accountant/Financial advisor
- A part time program manager (writing of project description, reading of applications and contracts)
- A full time responsible of public relations and communications

Employees working on commission:

- Communication and public relations (partnerships)
- Finances and administration
- Planning/Events
- Monitoring and evaluation

Operation management

Reevaluation of this strategic plan on a regular basis (semester or annual) in order to make sure on one hand, that it responds to our objectives and that these objectives are still aligned with our mission and values, and on the other hand, that we are able to adjust the project to any unforeseen events. The monitoring and evaluation committee will have the mission to establishing indicators for each project in order to track to activities and make sure that they are executed with efficiency and are benefiting to targeted population.



