

# Living Our Strategy

**Our strategy is shaped in a dynamic, iterative, highly participative way through conversations with people within the Caplor Community.**

We believe that strategy is a journey and that the process is as important as the result. For us, strategy needs to be an ongoing conversation within an organisation. To gain further insights about this approach, click [here](#) to read our '*Essentials of Strategy*'.

To co-create our strategy – and keep it alive in an effective way – a ‘*Strategic Change and Development Group*’ has been established.

This comprises ‘experts by experience’ of our work internationally. It includes the voices of our Partners, Clients, Advisors, Board and Staff. The Group is an example of how we are committed to learning differently, thinking differently and acting differently. Exact numbers at each gathering varies. However, in general terms:



**85 MEMBERS** OF THE CAPLOR COMMUNITY HAVE BEEN INVOLVED, COMING FROM **11 COUNTRIES** AND REPRESENTING **56 ORGANISATIONS**



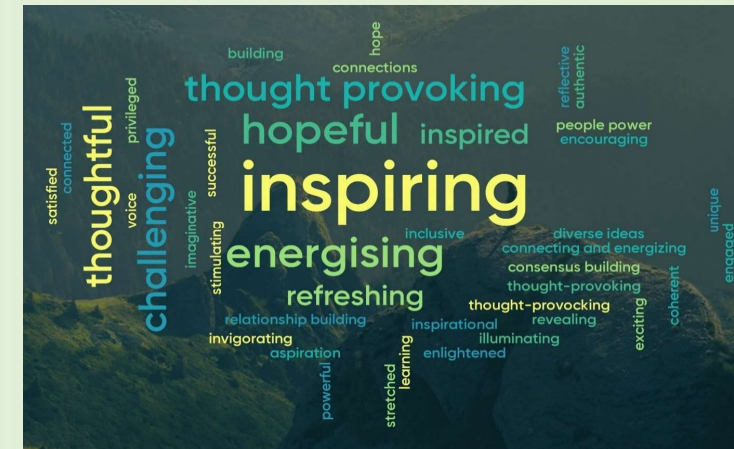
**98%** OF THE PEOPLE THAT HAVE BEEN INVOLVED HAVE FELT THAT  
THEIR **VOICE IS BEING HEARD**, SCORING THE PROCESS 9 OUT OF 10



**42%** OF THE GROUP ARE FROM OUR **PARTNER ORGANISATIONS**. **29%** ARE ADVISORS AND **29%** ARE BOARD AND STAFF MEMBERS.

*"...the gathering of people was just so impressive! The depth and breadth of knowledge, experience – when combined with such obvious enthusiasm for what Caplor Horizons does and stands for – is remarkable and in my experience unique."*

## Strategic Change Group Member



*The ambition of the Strategic Change and Development Group is far reaching.*

*Within the context of our Governance – as explained in our Governance Handbook – the group ensures different voices inform what we do and how we do it.*

*The group gathers online twice per year. It emboldens us to bring about transformational change.*

*It challenges us in different ways, including to keep to our strengths-based approach: “doing the best at what we are best at for the benefit of others”.*