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| **#** | **Phase** | **Timing** | **Description** | **Notes**  |
| **1** | ***Scoping*** | Aug 2020 | Agree overall approach to including timeline, budget & key elements | SSS Exec to determine, with input from wider membership |
| **2** | ***Consulting*** | Aug - Oct 2020 | Gather in depth views from full membership, selected partners & staff | Exercises created, looking to supplant with survey and 121 meeting opportunities |
| **3** | ***Analysing*** | Nov 2020 | Clarification of the key messages from the consultation | Process to be overseen by SSS Exec, perhaps via dedicated project group  |
| **4** | ***Sharing and shaping*** | Dec 2020 | Bringing the themes and direction together into a cogent structure | Update the members again at this stage for validation – Festive G an option |
| **5** | ***Polishing and Pitching*** | Jan-Feb 2021 | Draft strategy produced, with clarity over resource needs so as to inform funding bids | Need to clarify SFC processes, plus development of any changes to SSS fees/ structures |
| **6** | ***Refining*** | Mar-Apr 2021 | Tailoring of plans and ambitions based on grant funding & other outcomes | Opportunity to update members on direction, map out any HR change timelines etc |
| **7** | ***Publishing*** | May 2021 | Complete clarity min. 3 months out from new strategy kicking in | Any change in sportscotland support may begin here, as with any HR processes required |
| ***8*** | ***Implementing*** | Aug 2021 | New strategy commences at start of 21/22 Academic Year | Off and running! |