Staff Retreat & Strategic Planning Workshop 2025
Kaya Learning Center, Uttarakhand
26 March 2025
Organized by Bal Umang Drishya Sanstha (BUDS)

Introduction

On 26 March 2025, Bal Umang Drishya Sanstha (BUDS) organized a Staff Retreat and Strategic Planning Workshop at the Kaya Learning Center. The retreat brought together program coordinators, educators, health staff, field facilitators, administrative personnel, and leadership members from different BUDS intervention areas across Delhi, Dehradun, Rishikesh, and Haryana.

The primary objective of the retreat was to strengthen organizational systems, enhance staff capacity, improve team coordination, and collectively develop strategic directions for the year 2025–2026. The retreat provided an opportunity for reflection, learning, team bonding, and collaborative planning in alignment with BUDS' mission of empowering marginalized children, adolescents, and young women through education, healthcare, protection, and community development.

The workshop focused particularly on:

- Prevention of Sexual Harassment (POSH)
- Protection of Children from Sexual Offences (POCSO)
- HR policies and institutional compliance
- Organizational development and team strengthening

- Strategic planning and goal setting for 2025

The retreat created a safe and participatory environment where staff members openly shared experiences, challenges, and recommendations for strengthening program quality and institutional accountability.

Objectives of the Retreat

The key objectives of the Staff Retreat and Strategic Planning Workshop were:

1. To strengthen staff understanding of workplace safety, child protection, and ethical conduct.
2. To orient staff on organizational HR policies, systems, and compliance procedures.
3. To improve communication, teamwork, and interdepartmental coordination.
4. To build staff ownership and accountability toward organizational goals.
5. To collectively develop strategic priorities and operational plans for 2025–2026.
6. To provide staff with a reflective and supportive environment for professional growth and well-being.

Participation

The retreat was attended by:

- Program Coordinators
- DIC Facilitators
- Teachers and Educators
- Health Staff and Paramedics
- Administrative and Finance Personnel
- Outreach Workers

- Senior Management and Trustees

Staff members from various BUDS Drop-In Centres and project locations actively participated in all sessions and group activities.