

Making Sure Your Strategic Plan Really Makes a Difference—

A few Simple Steps Your Agency Can Take To Make Your Strategic Plan More Effective

1. The Annual Budget should strongly support the goals, objectives and priorities of the strategic plan.

Budget requests by staff at all levels should be targeted to achieving strategic goals and objectives. The Board should take this into account when reviewing the budget.

2. Individual performance evaluations should be linked to the strategic work plan.

Progress toward meeting strategic plan goals and objectives should be a factor in performance evaluations.

3. Everyone from the Board through the entire staff should be familiar with the strategic plan.

Every member of the Board and staff should know the agency's strategic initiatives and their role in carrying them out.

4. The Board should systematically monitor progress in implementing the plan. We recommend creating a summary of key actions and have a standing Board agenda item to review progress.

5. Include a staff-level work plan. The Work plan demonstrates how staff will achieve the policy level guidance from the Board: mission, vision, goals and objectives.

6. Update It Annually. Each year at about the same time, the Board should take time to review and update its strategic, policy-level direction to staff.

Here's the Point!

Even the best strategic plan will fail if it is not built into the work planning structure and provided with adequate human and financial resources.

Before finalizing your strategic plan, set in place the tools and resources for carrying it out and evaluating progress.

Want to Get Started. We are here to help:

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408-374-0977 info@rauchcc.com www.rauchcc.com