

STRATEGIC PLAN INTRODUCTION AND DEFINITIONS

Strategic planning is a future-oriented process of assessment, goal setting, and decision making. The strategic planning process requires agencies to clearly define the results it seeks to achieve. These desired results drive program performance and influence future planning, resource allocation, and operating decisions.

A strategic plan is an opportunity to be bold and to think outside of the box. Innovation is an overarching key principle to be incorporated. Plans should be developed with a lens of innovation to help agency employees overcome perceived or real challenges in their work and make the best use of state resources.

A typical strategic plan is organized into standard sections which are listed and defined in the table below. Each of these key elements should nest within one another starting with broad statements of a desired future outcome, ending with an action plan that will accompany your strategic plan to serve as your roadmap to implementation.

Terminology	What it is	Why it matters
Vision	What we aspire to	Motivates and inspires change from point A to point B
Mission	What we do and how we do it	Identifies our reason for being and how we serve
Core Values	Enduring, non-negotiable principles that we are truly committed to	Provides a purpose driven foundation to guide our attitudes and behavior
Goals	Broad statements of what we hope to achieve. Goals are descriptive, qualitative in nature and should help us achieve our vision.	Aligns efforts toward an end
Objectives	Detailed statements that answer quantitative questions like: how much? By when?	Drive strategy development, highlighting areas of focus that will assist in prioritizing resources to achieve the goal
Strategies	Short-term, action-oriented activities or approaches that will help attain our objectives.	Provides a plan of action
Key Performance Indicators	Quantifiable representation of an end result or goal	Assesses and tracks progress
Implementation Plan	Maps out how we put the strategic plan into action	Coordinates strategy resources, responsibilities and timeline

STRATEGIC PLAN

FY 2024-2026



DEPARTMENT OF BUSINESS AND INDUSTRY

**Division of Industrial
Relations**

ABOUT THE DIVISION OF _____

High level overview of the division. Could include: data and statistics (FTE, budgets, number of licensed or regulated entities, etc.) to demonstrate the scope of the agency's impact/reach; operational structure including sections or units within the division, agency leadership, accomplishments; key regulatory oversight/ programs;. etc.

Could include condensed charts/ graphics to demonstrate above.



MESSAGE FROM THE ADMINISTRATOR/ EXECUTIVE SUMMARY



VISION

A vision statement is what we aspire to. It motivates and inspires change from “here” to “there.”



MISSION

A mission is a statement of what we do and how we do it. It identifies our reason for being and how we serve.



CORE VALUES

Core values are enduring, non-negotiable principles that we are truly committed to. They provide a purpose-driven foundation to guide our attitudes and behaviors.

DIVISION GOALS

GOAL 1

Broad statement of what the organization hopes to achieve. Goals are descriptive, qualitative in nature. Should help agency achieve its vision.

Narrative overview. *Could* include background to educate reader what necessitates this goal: changing landscape, identified challenges or opportunities; highlights of major objectives that will be implemented to achieve this goal; etc.

GOAL 2

Broad statement of what the organization hopes to achieve. Goals are descriptive, qualitative in nature. Should help agency achieve its vision.

Narrative overview. *Could* include background to educate reader what necessitates this goal: changing landscape, identified challenges or opportunities; highlights of major objectives that will be implemented to achieve this goal; etc.

GOAL 3

Broad statement of what the organization hopes to achieve. Goals are descriptive, qualitative in nature. Should help agency achieve its vision.

Narrative overview. *Could* include background to educate reader what necessitates this goal: changing landscape, identified challenges or opportunities; highlights of major objectives that will be implemented to achieve this goal; etc.

DUPLICATE AT NEEDED