

Strategic Planning

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Oregon Water Resources Department

Two phase process

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graph LR; A[Phase 1: Process Design] --> B[Phase 2: Process Implementation]
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Phase 1:
Process Design

Phase 2: Process
Implementation

Phase 1 outcomes

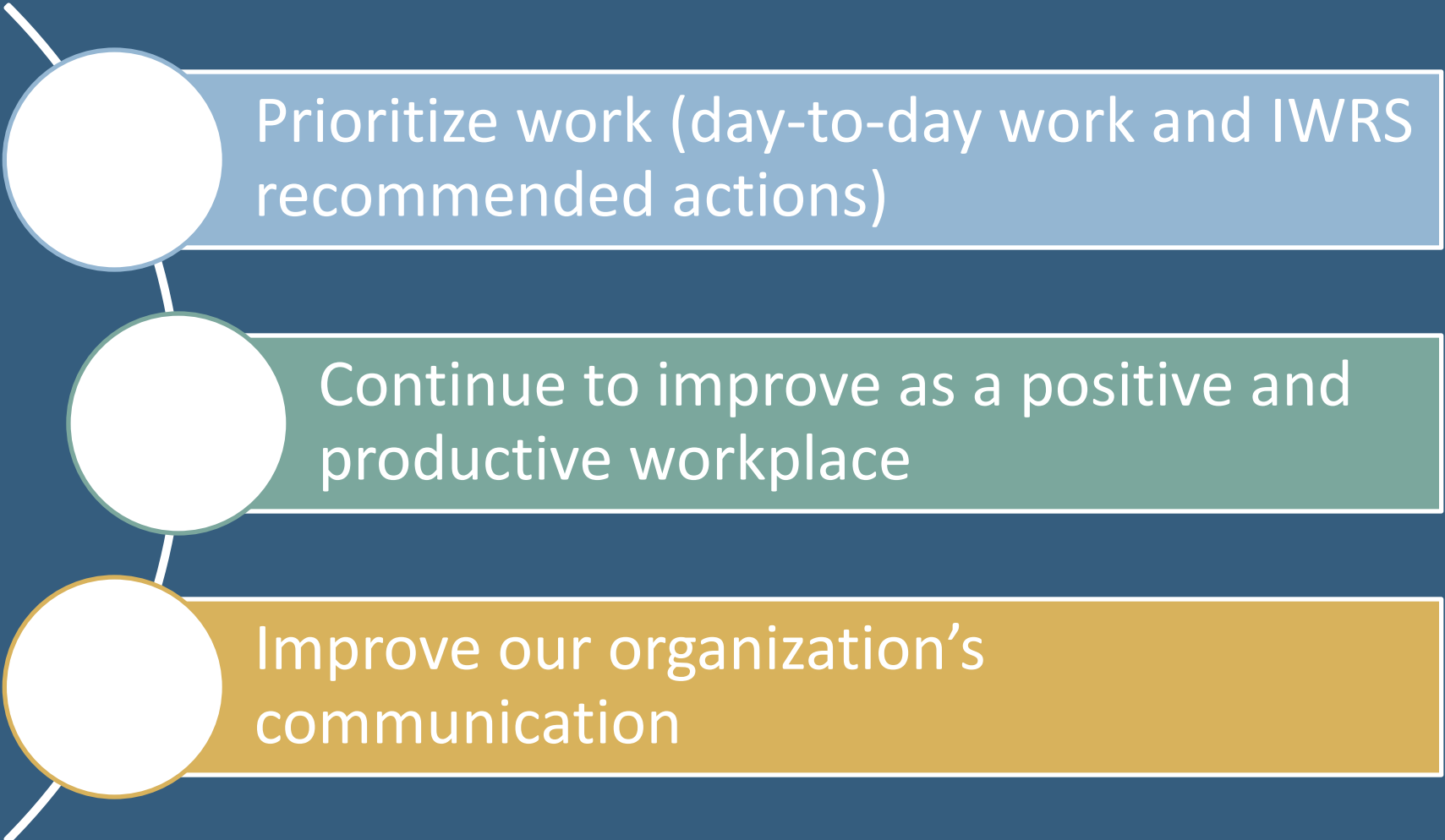
Why is the Department doing strategic planning?

What we hope to produce?

How will the Department undertake strategic planning?

DRIVERS AND NEED FOR STRATEGIC PLANNING

Why do strategic planning?



Prioritize work (day-to-day work and IWRS recommended actions)

Continue to improve as a positive and productive workplace


Improve our organization's communication

Additional drivers

2016 Secretary of State Audit

Integrated Water Resources Strategy


Secretary of State Audit Report
Jeanne P. Atkins, Secretary of State
Mary Wenger, Interim Director, Audits Division



Oregon Water Resources Department: Enhancing Sustainability Efforts and Agency Planning Needed to Better Address Oregon's Water Supply Needs

Executive Summary

Oregon is facing growing pressures and concerns related to its water supply. The Water Resources Department (WRD), charged with managing the state's water resources, could better balance water rights issuance and management with actions to sustain current and future water needs. The agency can also enhance its focus on groundwater protection, data collection and analysis, and workload and staffing. A long-term agency plan would help WRD strategically focus and prioritize the agency's efforts and align them with available resources.



Better balance needed to ensure water sustainability

Parts of the state are experiencing regular and large scale water supply availability issues. There are indications that this trend will continue, intensify, and spread. Many water sources in the state have been fully allocated, and groundwater levels are decreasing in several areas. By 2050, Oregon could be faced with a need for an additional 424 billion gallons of water per year to meet irrigation needs and municipal and industrial demand. Though Oregon is known as a rainy place, there is a limited amount of consumable water available for meeting all existing needs and new uses.


While issuing water rights has always been a key responsibility for WRD, actions to restore and protect streamflows and watersheds for long-term sustainability have received less attention. Related programs are limited in number and in participation. The demands that are putting pressure on Oregon's water supply are likely to continue to grow, which raises the need for action to ensure the ongoing sustainability of our water.

Groundwater protection needs more focus


Groundwater usage is increasing, and a large and growing number of wells go uninspected. Poor well construction may result in higher levels of

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WRD Water Supply Management

December 2016
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**OREGON'S
INTEGRATED WATER RESOURCES STRATEGY**



AUGUST 2012

TENTATIVE STRATEGIC PLANNING PRODUCTS

Tentative products of strategic planning



Tentative product: High-level plan



Use existing mission, vision, and goals

Add values, core competencies, employee initiatives, and a prioritized list of work to be accomplished in the next 5 years



Use Department's existing capacity and resources as sideboards for the amount of work that could be done in the 5-year timeframe

Tentative product: Detailed plan



Identify the tasks,
resources, timing
required to do the work
identified in high level
plan



Use to track the status
of the work



Work plans

The Department does not anticipate producing work plans through strategic planning, but they may be a next step for certain sections or topics.

Recap of work to be done

Values

What the Department values

Core competencies

What sets the Department apart from other dealing with water resource issues

Prioritized list

Work to be done over next 5 years (day-to-day work & IWRS Recommended Actions)

Employee initiatives

What needs to be done to enable employees to accomplish work

PROCESS DESIGN

Groups to Engage



Group engagement areas

Group	Values and Core Competencies	Priorities for 5-Year Plan	Employee Initiatives
Water Resources Commission	✓	✓	
Department Managers and Staff	✓	✓	✓
Department Executive Team	✓	✓	✓
Stakeholders		✓	
Agency Partners		✓	

Forms of engagement

Information sharing/gathering

Sorting

Selection/decisions

Development

Report back & feedback

Adoption

Forms of engagement: Commission

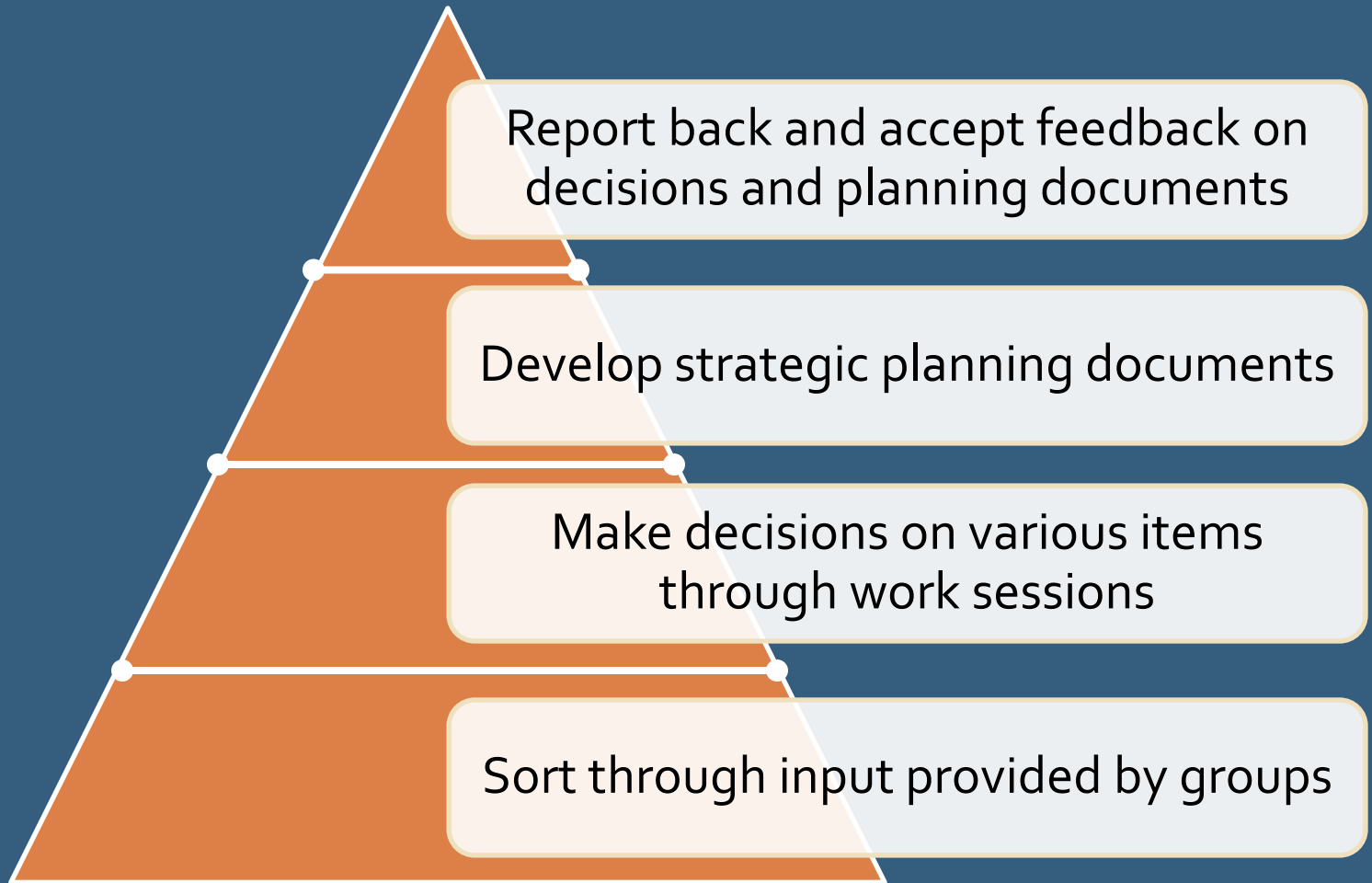
Provide
input into
plans

- Offer guidance and input
- Venues: Commission meetings and one-on-one meetings

Review and
adopt
strategic
plans

- The Commission will be asked to review and adopt the plan
- Expected date: August 2018

Forms of engagement: Department Executive Team



Forms of engagement: Department managers and staff

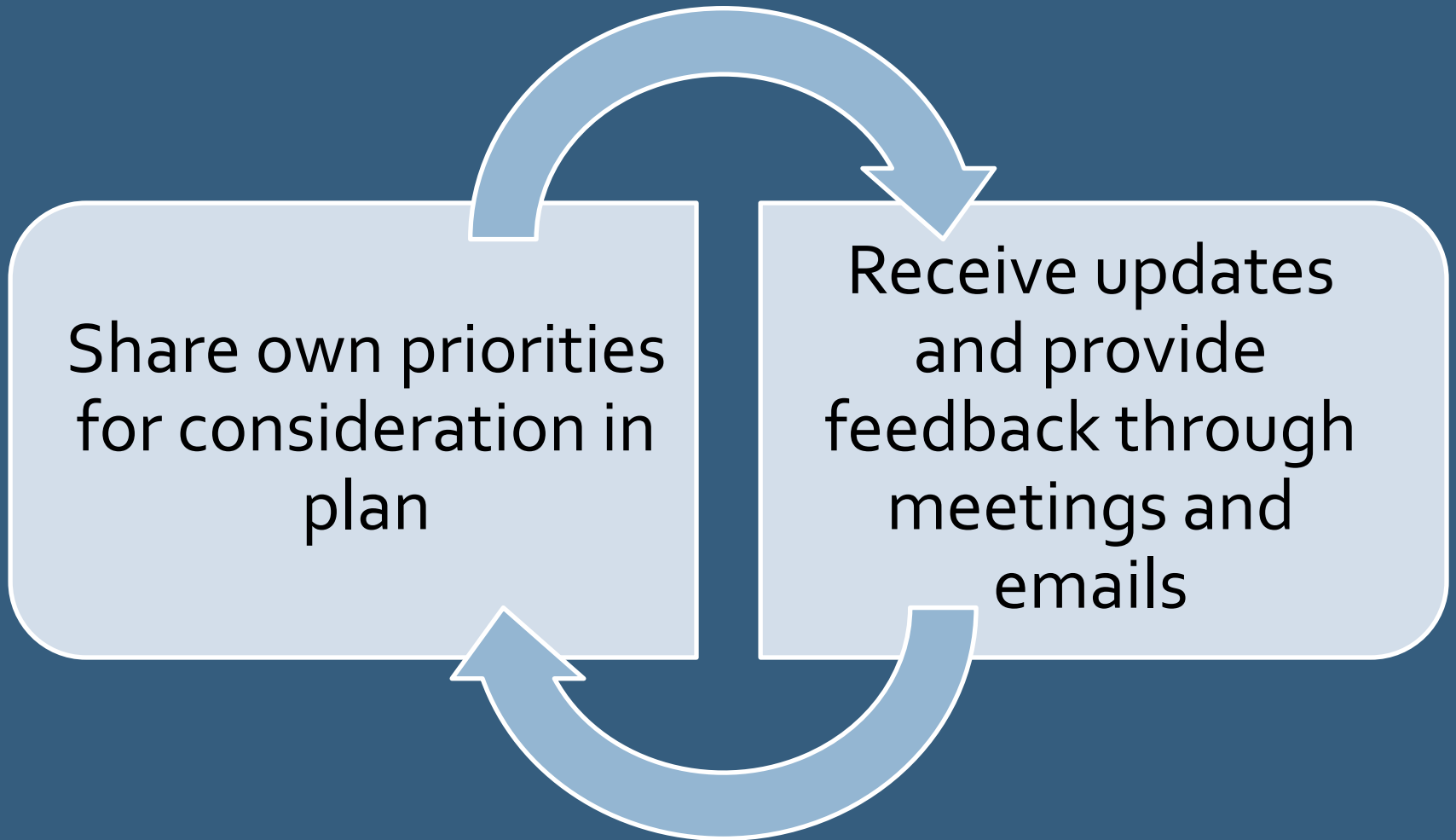
Information gathering

- Brainstorm values and core competencies
- Provide input on time and resources required for work (for prioritization and employee initiatives)

Review/Feedback

- Receive updates
- Give feedback through all-staff and section meetings, emails, surveys, and other forms of involvement

Forms of engagement: Stakeholders



Forms of engagement: Agency partners



NEXT STEPS

Next steps

Hire consultant to assist with Phase 2

Focus on values and core competencies first

Start prioritization efforts after IWRS adoption

Present strategic plan to Commission for adoption in August 2018

Thank you! Questions? Feedback?

