

OREGON



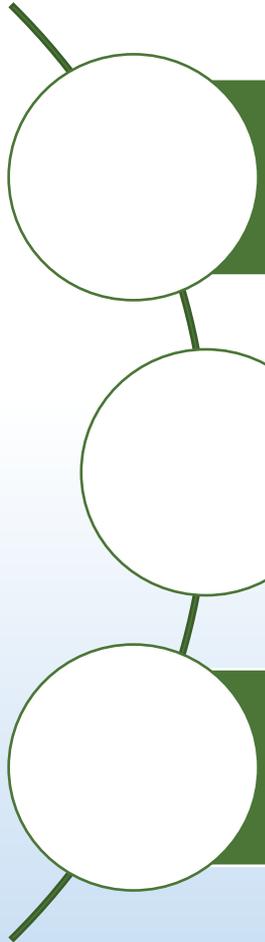
WATER RESOURCES
DEPARTMENT

Strategic Planning Update

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Development Program

Why Are We Doing 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

Overview – The Three “Tracks”

**Core Values
and Core
Competencies**

**Employee
Initiatives**

**Work
Prioritization**

The Department is pursuing three “tracks” that make up the different components of our strategic plan.

**Core Values
and Core
Competencies**

**Employee
Initiatives**

**Work
Prioritization**

Core Values

What are our core guiding principles?

Process for Identifying Core Values

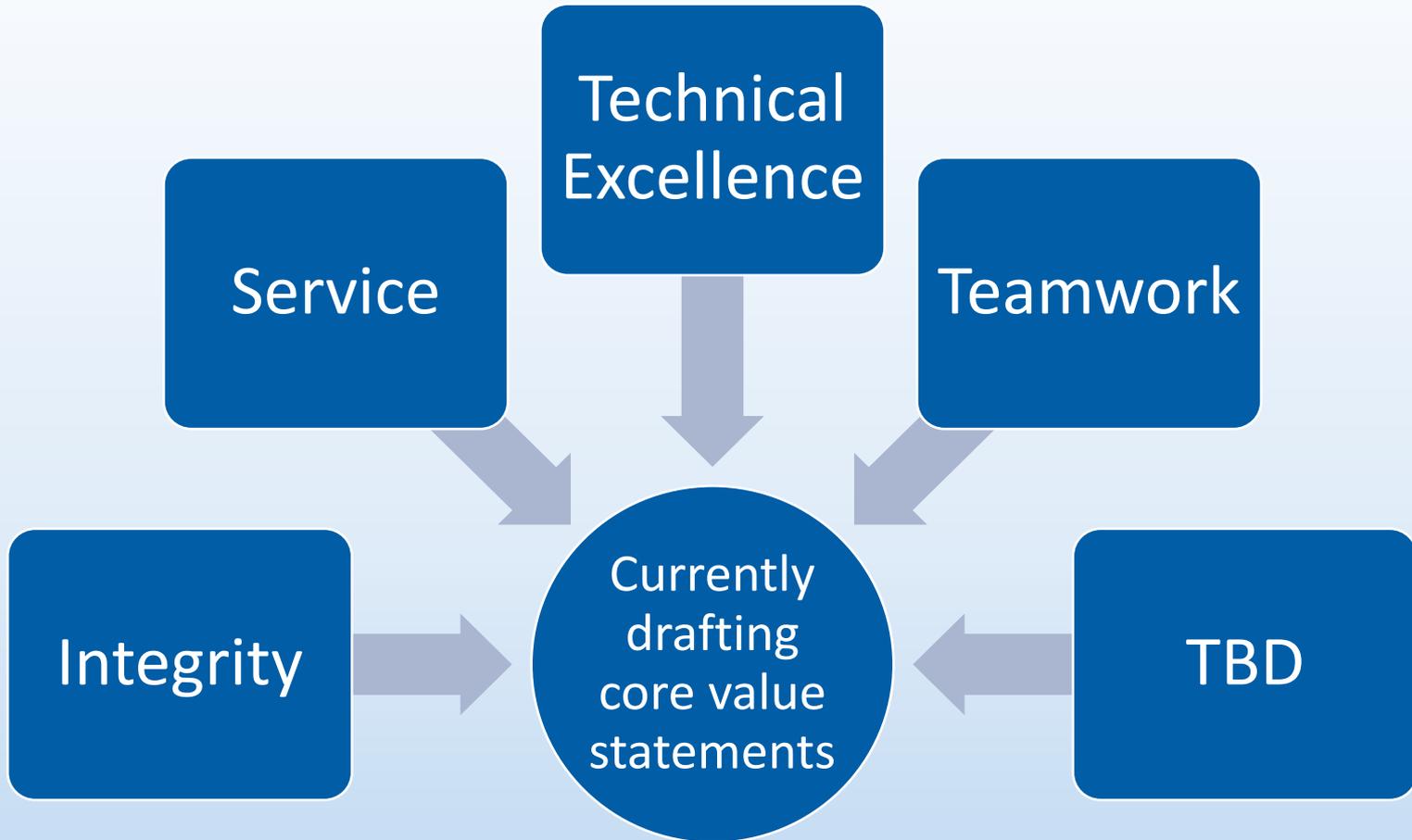
Gathered input
from staff in the
fall of 2017

Finalize list with
staff committee
and managers



Staff strategic
planning
committee
currently
distilling list

Draft Core Values





Next Steps

1

Staff committee will present core values and statements to Department managers

2

Committee and managers will discuss and finalize core values and statements

3

Department will incorporate into strategic plan and roll out

Core Values
and Core
Competencies

Employee
Initiatives

Work
Prioritization

Employee Initiatives

What needs to be done to enable employees to accomplish work identified?

Employee Initiatives

Efforts to Date

- Gathered some initial ideas through a work inventory completed by managers

Next Steps

- Review ideas gathered
- Solicit additional input from staff through a survey and/or focus groups
- Refine list of actions we will pursue

Core Values
and Core
Competencies

Employee
Initiatives

Work
Prioritization

Work Prioritization

What will be our strategic focus areas for the next five years?

Goal of Work Prioritization

- Identify priority issues in consultation with the Commission, stakeholders, and other partners
- Prioritize broader focus areas for strategic development and improvement for the next five years



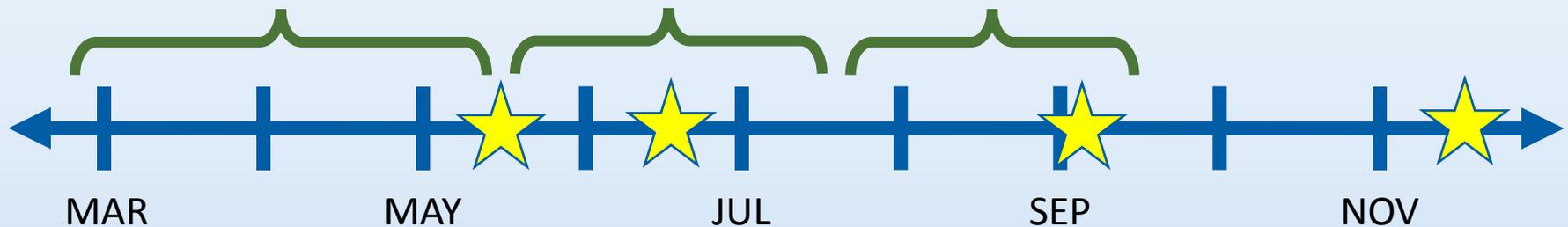
Overview of Approach

★ = a Commission meeting

1. Identify and describe potential focus areas

2. Refine and prioritize focus areas

3. Finalize list

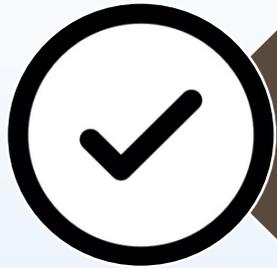


Step 1: Prompt for Identifying and Describing Potential Focus Areas

What three to five areas of strategic development should the Department focus on over the next five years?

How would you describe the focus area selected? What actions would like the Department to take in that area over the next five years?

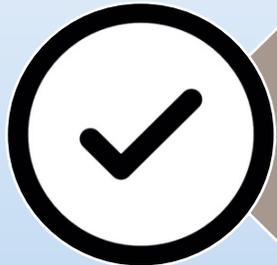
Step 1: Sideboards



Assume no new resources (staff, funding, etc.)
to complete this work



Limit the look to the next five years



Remember we are identifying areas for
strategic development and improvement – not
listing all of the Department's day-to-day work

Step 1: Example Focus Areas

- Climate change adaptation & resiliency
- Compliance
- Dam safety
- Data collection & monitoring
- Data tool & product development
- Field presence
- Groundwater
- Inter-agency coordination
- Measurement & reporting
- Process improvements
- Surface water
- Unadjudicated water right claims
- Water infrastructure
- Water right transactions
- Water planning & development
- Water supply & demand forecasts
- Water use efficiency & conservation
- Well construction standards
- Other

Step 1: Example – Process Improvements

- The Department should review how it processes water right transactions (new rights and transfers).
- The efforts should focus on finding ways to streamline and improve the efficiency of those processes.
- This review should consider how new technologies might improve these processes.

Step 1: May Commission Meeting

- Share feedback from stakeholder meetings and internal discussions
- Solicit input from the Commission
 - What areas of strategic development should the Department focus on over the next five years?
 - How would you describe the focus area you identified? What Department actions are involved?

Step 2: Refine and Prioritize Focus Areas

Refine list of
focus areas
and draft
descriptions

Use a survey
and focus
groups learn
about others'
priorities

Hold
Department
discussions

Step 3: Finalize List



Review input from surveys and focus groups

Narrow list to four to six focus areas



Write up in strategic plan (with other plan components)

Present strategic plan to Commission in fall 2018



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Thank you.