

OREGON



**WATER RESOURCES
DEPARTMENT**

Strategic Planning Update

September 6, 2018

Tom Byler, Director

**Kim Ogren, Manager, Water Resources
Development Program**

- **Purpose of strategic planning**
- **Context of strategic plan**
- **Updates on progress**
 - **Core values**
 - **Core functions and competencies**
 - **Employee initiatives**
 - **Strategic priorities**
- **Steps to adoption**
- **Plan implementation**

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



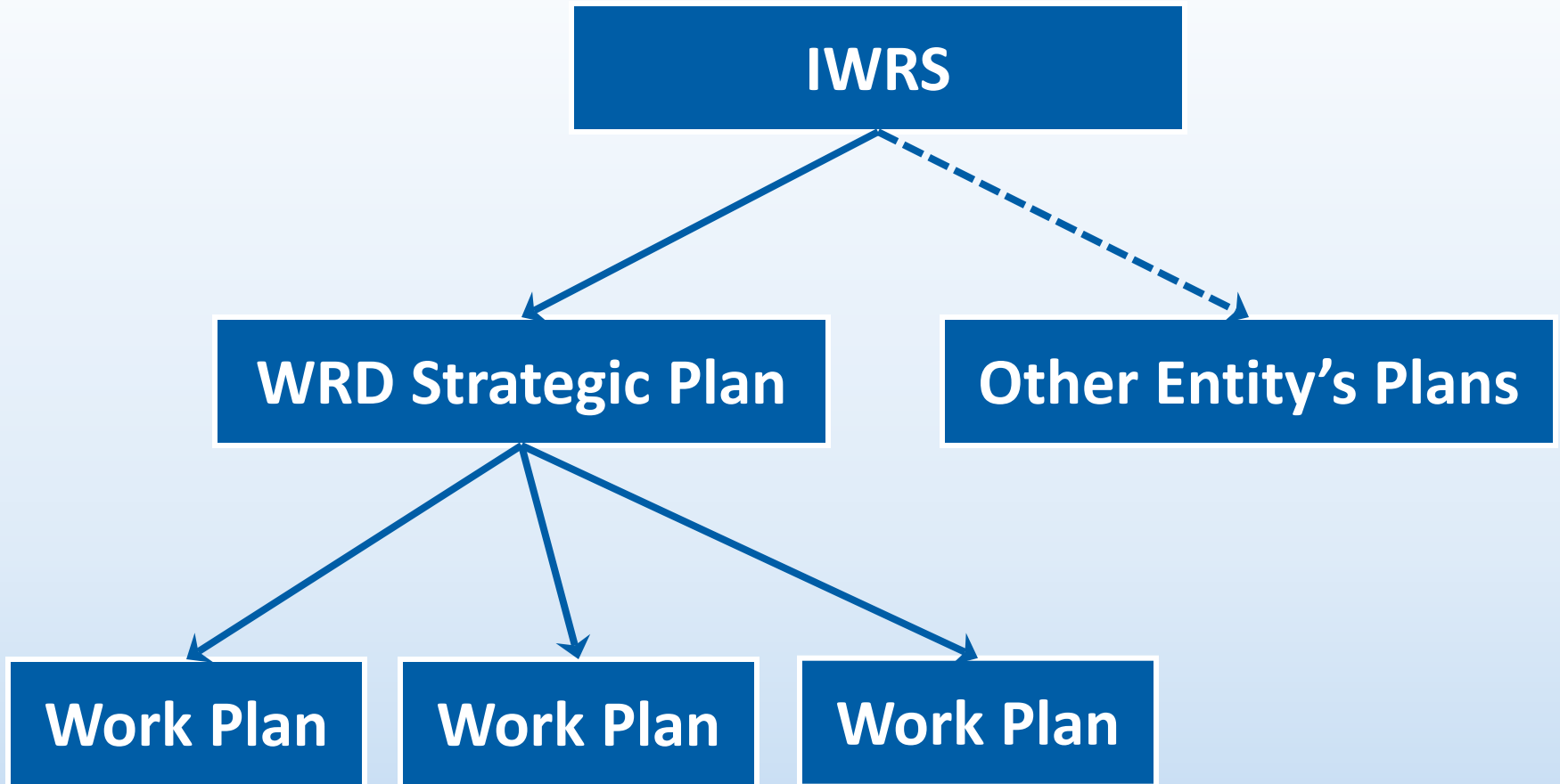
Improve our organization's communication

Draft Desired Outcomes

- **Produce an implementable plan that will:**
 - **Connect our daily work to the IWRS**
 - **Help us be more proactive and less reactive**
 - **Know where to focus our efforts when resources and staff capacity are limited**
 - **Help us communicate our resource needs**
- **Identify a path forward for improving our work culture and communications**



Strategic Plan in Context



Overview – The Three “Tracks”

**Core Values
and Core
Competencies**

**Employee
Initiatives**

**Work
Prioritization**

The Department is pursuing three “tracks” that will produce the components of our strategic plan.

Core Values

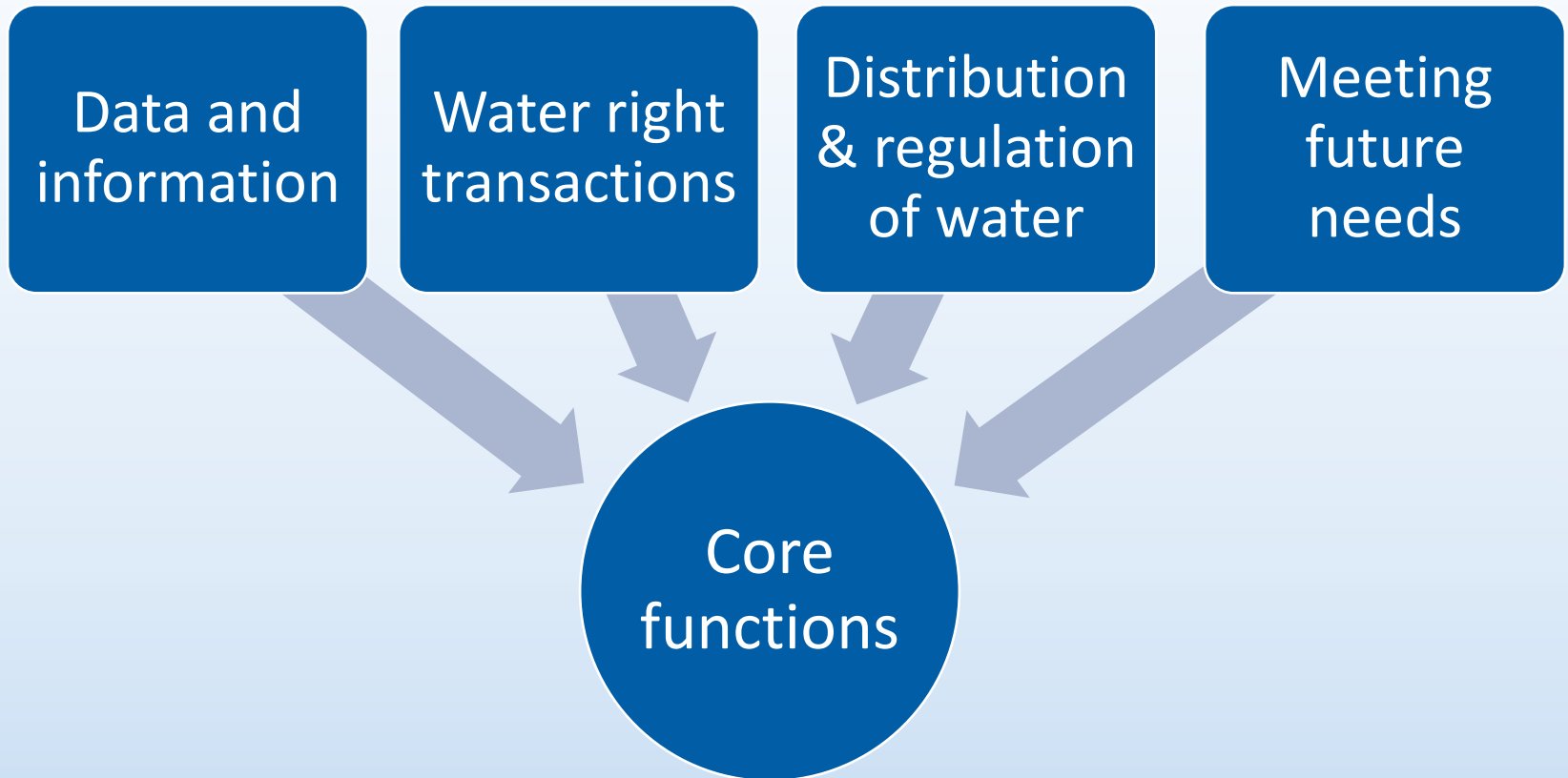
- **Integrity** – We are accountable for all that we do. We act with honesty and promote transparency.
- **Service** – We are dedicated to providing outstanding service and serving everyone equitably in our management and stewardship of state resources.
- **Technical Excellence** – We base our resource decisions on law, science, and expertise.
- **Teamwork** – We are united in our mission, relying on one another and working together with the communities we serve.
- **Forward Looking** – We seek innovative and practical solutions to the water challenges of today and tomorrow.



Core Values



Core Functions and Competencies

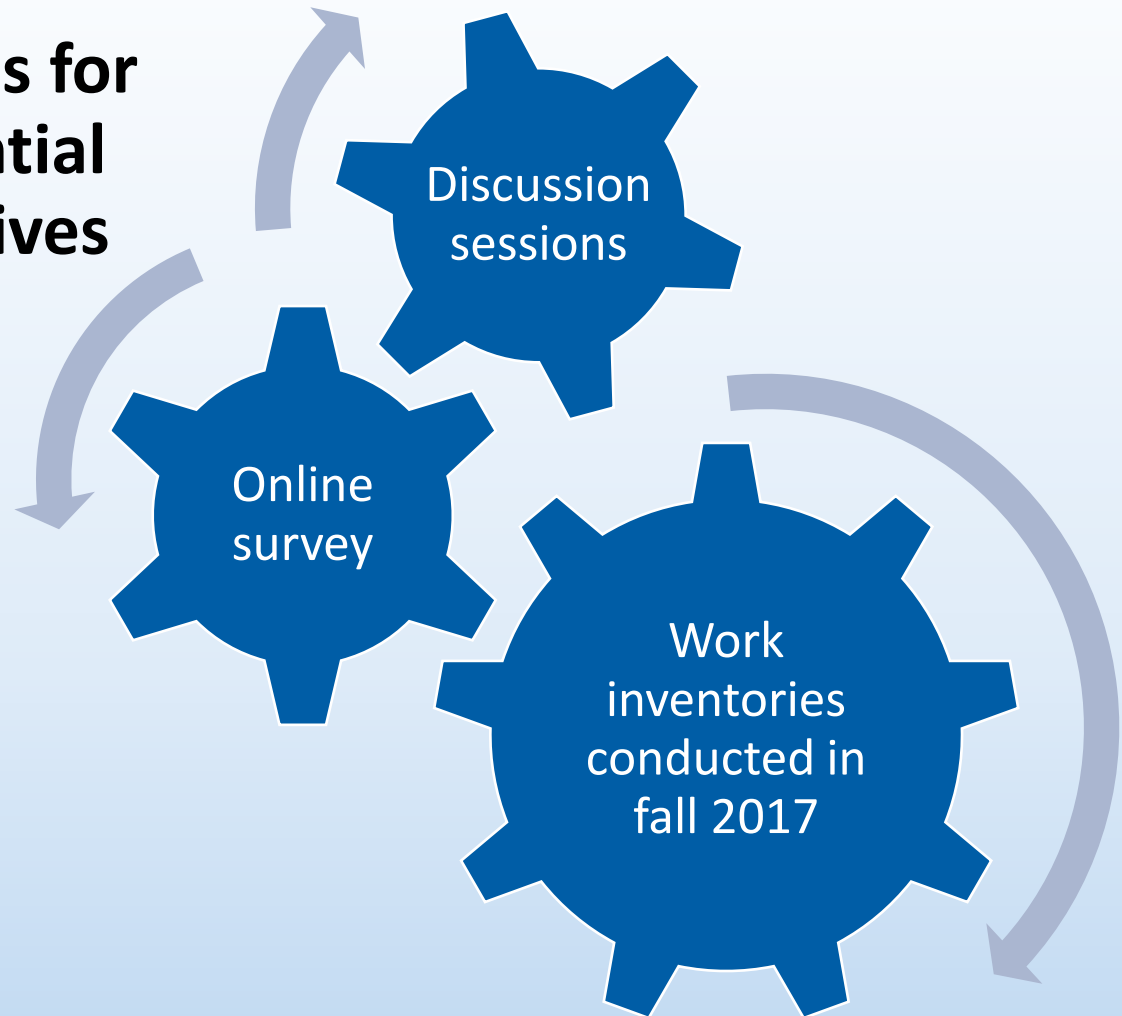


**What needs to be done
to build and maintain an
effective, high-
functioning workforce?**



Employee Initiatives Approach

**Used three venues for
to identify potential
employee initiatives**



Employee Initiatives Results

- **Communication**
- **Staffing and workload**
- **Team culture**
- **Employee development**
- **Manager/leader development**
- **Tools that would be helpful**
- **Training approach**
- **Personnel management and work skills training**
- **Technical training**
- **Management training**
- **Performance improvement recommendations**

Employee Initiatives in Plan

- **Choice:** Have employee initiatives be a standalone item in the plan or include as part of our priorities?
- **Decision:** Include in Strategic Plan as a Strategic Priority

*“Build and maintain an effective,
high functioning workforce”*

Goal of Work Prioritization

- **What will be our strategic priorities for the next five years?**
- **Identify priority issues in consultation with the Commission, stakeholders, and other partners**
- **Articulate strategic priorities and associated actions for the Department over the next five years**



Strategic Priorities

Priorities

- What must be prioritized to become a 21st century water management agency

Objectives

- What we will do (strategic versus tactical)

Key results

- How we will know if we are doing this right

Strategic Priorities

- **Manage Oregon's surface water and groundwater resources**
- **Work to secure Oregon's water future**
- **Collect and analyze the data and information necessary to inform water management**
- ~~**Advance water conservation and instream protections (combine with above priorities)**~~
- **Build and maintain an effective, high-functioning workforce**

Outline of Strategic Plan

- **Introduction**
- **Who We Are**
 - Department History
 - IWRS
 - Vision
 - Mission
 - Goals
 - Core values
- **What We Do**
 - Core functions
 - Core competencies
- **What We Want to Achieve**
 - Manage Oregon's surface water and groundwater supplies
 - Work to secure Oregon's water future
 - Collect and analyze the data and information necessary to inform water management
 - Advance water conservation and instream protections
 - Build and maintain an effective, high-functioning workforce

Steps to Plan Adoption



- **Develop Work Plans**
 - **Note tactics for achieving objectives**
 - **Identify staff and other resources**
 - **Chart out timelines and deliverables**
 - **Use to track progress, adjust as needed**
- **Report back to Commission on progress**

Thank you.

OREGON



WATER RESOURCES
DEPARTMENT



OREGON
WATER
RESOURCES
DEPARTMENT

Extra Slides

Outline of Strategic Plan

WHO WE ARE

- **Vision** – To assure sufficient and sustainable water supplies are available to meet current and future needs.
- **Mission & Goals** – To serve the public by practicing and promoting responsible water management through two key goals:
 - to directly address Oregon's water supply needs, and
 - to restore and protect streamflows and watersheds in order to ensure the long-term sustainability of Oregon's ecosystems, economy, and quality of life.
- **Core Values** – Integrity, Service, Technical Excellence, Teamwork, Forward-Looking

Outline of Strategic Plan

WHO WE ARE

- Vision
- Mission
- Goals
- Core Values
- Department History
- IWRS

What We Do (core functions and competencies)

- Data and information
 - Competency 1
 - Competency 2
- Water right transactions
 - Competency 3
 - Competency 4
- Distribution & regulation of water
 - Competency 5
 - Competency 6
- Meeting future needs
 - Competency 7
 - Competency 8

Outline of Strategic Plan

WHAT WE DO

Core Functions

- Data and information
- Water right transactions
- Distribution & regulation of water
- Meeting future needs

Core Competencies