

Phase 1 Summary:

Strategic Initiatives





Acknowledgements

BOARD OF COUNTY COMMISSIONERS AND ELECTED OFFICIALS

Janet Rowland	Todd Rowell
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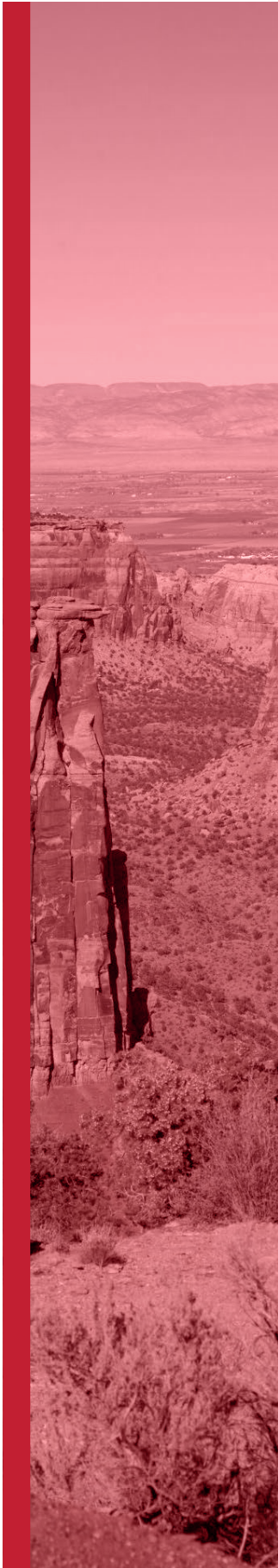
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What is a Strategic Plan?

An internal plan by an organization to identify a mission, vision and goals. Strategies are to accomplish the goals, along with a performance metric system to monitor and evaluate progress.

Why is it important to Mesa County?

“Mesa County as a government needs to invest in itself...we do a really good job of investing and assisting other entities but very rarely do we invest in our own staff, infrastructure and equipment.”

- Anonymous survey response



Process

Process and Plan Development



Data Collection

Document, Review and Summary



Staff Survey

Survey and Summary



Departmental Interviews

Conduct 4 One-on-One Interviews and 6 Group Interviews with Summary of Findings



Strategic Retreat

2 Days with 30 Participants and Retreat Summary



Baseline & Benchmarks

Benchmark Summary

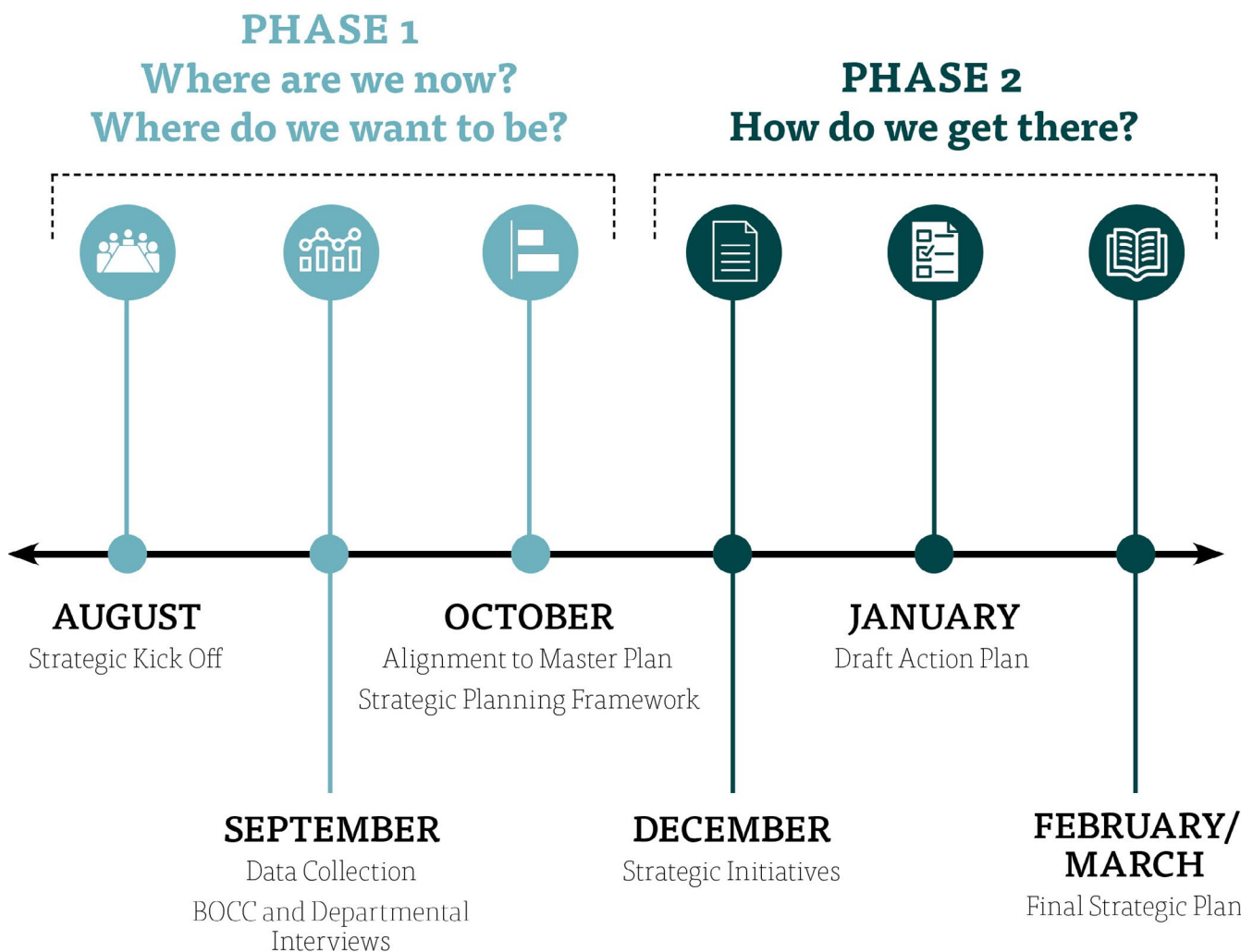


Strategic Initiatives

Draft Initiatives and Goals

Phase 2: Action Plan, Implementation Matrix,
Performance Measures and Strategic Plan Document

Timeline



This document summarizes Phase 1 of the Strategic Plan, which identifies the Mission, Vision, Values, Strategic Initiatives and Goals. Phase 2 will focus on creating an Action Plan for each Strategic Initiative Goal. Action Plans will include performance measures to track progress, lead roles, prioritization and funding needed to achieve the goals in this Plan.

Mission

Who are we? A mission statement captures the essence of and organization- who you are and what you do.

We provide the
infrastructure so you can
live the life you want.

**We Are
Team Mesa**

Vision

Where are we going and why? A vision statement is a short, concise statement to express how the organization wants to be perceived in the future- what does success look like? It provides long term focus for the organization.

We are builders of the
best place to live, work and
play for all generations.

Values

Excellence

We set the pace with great employees.

Collaboration

We work together, leading toward a shared purpose.

Transparency

We are open in our decision making to build trust.

Communication

We listen to each other, we communicate openly, and we value everyone's input.

Principled

We stick to what we believe and are innovative in our approach.

Servant Leaders

We put our community first.

Proactive

We are active problem solvers for a better future.

Strategic Initiatives

Strategic Initiatives are areas of focus that describe in a specific way, the high-level approaches for delivering on the vision. Under each initiative is a goal to describe key strategies for achieving the initiative.



Build the Best Team



Build a Culture of Excellence



Build Community, Together



Build Fiscal Stability

Goal 1: Improve overall employee job satisfaction.
Goal 2: Attract and retain top talent.
Goal 3: Develop interdepartmental synergies.

Goal 1: Create an organizational culture that emphasizes excellence in customer service.
Goal 2: Provide quality services.
Goal 3: Increase opportunities for meaningful civic engagement.

Goal 1: Support community efforts that improve public safety & health.
Goal 2: Ensure proactive services to areas with growing and/or changing demographics.

Goal 1: Advance strategic initiatives while maintaining a balanced budget.
Goal 2: Strengthen the County's long-term fiscal health.

