Alignment of Planning Detailed Process Flow FINAL Department/ Listening to Employees Program Meetings (Ex. Town Halls, Opening Conf.) **Assumptions** Key - Check on Prior Year Action Plans (A3's) Leaders Grasping the "Situation" - Employee Engagement Survey Problems found in executing plans will be dealt with as close to Volitile, Uncertain, Complex, Ambiguious Factors Dashboard, Metrics & the source as possible and elevated only if necessary. Listening to the Community **Definitions** Councils - "Coordinated" Operational Plans means departments will work Strategy Direction – Focus & Choices - Listening Sessions across the organization to communicate and develop plans in - Advisory Group Meetings concert with one another. - Organization Memberships Strategy Integration – Resource & Systems - Functional Plans are not A3's but rather take form within the Employees Leadership/Communications Tool. Strategy Execution – Action & Impact Listening to Learners - The current year A3 is used for the planning phase for next fiscal - Course Evaluations - ORE Surveys (ex. Student Satisfaction - There are two significant checks each year. One in December Survey) ensures input to the next fiscal year budget. One in April/May extracts insights from the prior year that is fed back into the next Grasp the "Situation" strategic planning cycle. State/Federal/ Accreditation Compliance Synthesis Report(s) Patterns & Insights Other External Inputs (ex. NMC Scan) **Department Leaders** Input by Solicit Board input BoT Approves the work with Do we have/ **BoT Approves** Annual Strategic Planning Retreat Leadership on Revised during September Strategic Plan? VP Master A3 Department to can we get the Budget Review Grasp the "Situation" Synthesis **Board Retreat Draft Strategic** Operational Budget esources Neede Revise Operational - Review IE Criteria Plan Plans Discussions A3's based on Top - Review Current Strategic Priorities Yes (A3's) with BoT Down Feedback - Review Assumptions No - Review/Develop Future Scenarios Yes Refined Draft 3-Department Yr Strategic Strategic Plan eaders Facilitate pproved Budget Yes Plan Plan Feedback from Development atches Requested Development of Strategic Leadership Scenarios Budget - Draft Strategic Plan Refined 3-Yr Dept. and No **Employee Input** to Operational Budget Due for (Directions, Goals, Metrics, No Strategic Plan Individual A3's on Draft Strategic Leadership Jpdating? Targets, Resources) Request Published Identify Prof. Dev. Needs & Plan through No **Priorities** "Leadership Campus Discussion Draft Budget is Yes Team" Coordinated around Draft Developed Operational Representative Operational Strategic Leadership Strategic Plan Via Publish Plans Scenario Plans Reviews Leadership Town Halls, Dept. (A3's) Revised (A3's) Development Tool Meetings, etc. **Execute Current Year Plan** Regular Report on Metrics in Dept Meetings (Managing to Yes Plan Working? A3's) Leadership/ Annual Performance Track Lessons Post A3's to Central Revisions to **Communication Tool** Check & Adjust No Learned from Do. Review of Prior Year No Repository (Organizational Level Strategic Plan Check & Adjust in A3 and Agree on Next Planning "View" of Goals to Needed? Fiscal Year Goals Updates Strategic Directions) Resolve Issue Review & Determine Adjust Plan (A3) Yes No Inter- or Intra-Resolution with Yes Department? Appropriate Group Quarterly Input to Grasp the Strategic Plan Portfolio Assessment Review & "Situation" - Listen to Refinement Employees