YOU IDENTIFIED YOUR VALUES

- Respect
- Integrity
- Collaboration
- Honesty
COMMISSIONERS’ ROLES

- Set direction
- Create policy
- Approve budget

STAFF’S ROLES

- Execute plans
- Execute policy
- Work within the budget
WHAT’S ON TAP TODAY?
TODAY WE WILL:

- Identify other “high impact” and “high certainty” trends
- Agree on “Focus Areas”
- Identify “Wildly Important Goals” for each focus area
- Commit to a process for gaining public and staff input
WHY IS THIS PLAN SO IMPORTANT AT THIS TIME?
AMERICA IS IN A
WINTER-TO-SPRING CYCLE
SUMMER
1965-1980
FALL
1981-2007
WINTER
2008-2030
LET’S SORT SOME ADDITIONAL TRENDS
RECREATE YOUR TEAMS FROM LAST TIME

LEADER

- Keep group on time
- Ensure everyone contributes
Deal all the cards, Vegas style.
Discuss each trend’s certainty and impact on the future
If you have questions, flag Rebecca
Complete the game in 15 minutes
**FOCUS AREAS**

<table>
<thead>
<tr>
<th>Environmental Stewardship</th>
<th>Educated and Capable Community</th>
<th>Vibrant Economy</th>
<th>Resident Well-Being</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision: High quality air, water, farmland and renewable energy for future generations.</td>
<td>Vision: A county where all children thrive and demonstrate resilience throughout their lives.</td>
<td>Vision: A robust and sustainable regional economy that builds on our homegrown industries and talent and provides economic mobility for residents</td>
<td>Vision: Our residents are safe, healthy, and engaged in their community</td>
</tr>
</tbody>
</table>

**DRIVING TRENDS**

- Loss of farmland
- Growing population
- Increasing pressure from climate change
- Growing racial gaps in educational achievement
- Shortage of affordable quality childcare options
- Declining enrollment in traditional public schools
- Loss of farmland
- Growing population
- Growing housing supply cost
- Growing cybersecurity threats
- Growing cost of living
- Growing share of county expenditures
- Growing population
- Growing jail population
- Rising burden of chronic conditions and obesity
- Growing public health spending on health care
- Growing challenges in children’s health
- Increasing philanthropic opportunities
- Growing population

**GOALS**

- Resources: the funding, talent, and partnerships that enable high quality delivery of services.
GOAL SETTING
“Clearly, if we are going to solve the enormous problems facing our society, we need to learn how to collaborate more effectively. We need to know how the activities of people can be coordinated and their efforts brought together within a structure that integrates and focuses, rather than diffuses.”

From Teamwork by Larsen & LaFasto
# TEAM ASSIGNMENTS

<table>
<thead>
<tr>
<th>Table</th>
<th>Focus Area</th>
<th>Host</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Environmental Stewardship</td>
<td>Pressley</td>
</tr>
<tr>
<td>2</td>
<td>Educated and Capable Community</td>
<td>Fryar</td>
</tr>
<tr>
<td>3</td>
<td>Vibrant Economy</td>
<td>Belcher</td>
</tr>
<tr>
<td>4</td>
<td>Resident Well-Being</td>
<td>Beach-Ferrara</td>
</tr>
<tr>
<td>5</td>
<td>Environmental Stewardship</td>
<td>Pinder</td>
</tr>
<tr>
<td>6</td>
<td>Educated and Capable Community</td>
<td>Newman</td>
</tr>
<tr>
<td>7</td>
<td>Vibrant Economy</td>
<td>Edwards</td>
</tr>
<tr>
<td>8</td>
<td>Resident Well-Being</td>
<td>Whitesides</td>
</tr>
</tbody>
</table>
WILDLY IMPORTANT GOALS (WIGs)

If every department within this area operated at current levels, what is the ONE AREA where change would have the greatest impact and drive us towards the vision?

https://youtu.be/5JCm5FY-dEY
WRITING YOUR WIG

- Start with a verb
- From X (current output) to Y (desired output)
- Keep it simple
- Focus on what (not how)
- Max 2 WIGs per team
- No ball-hogging
- You have 45 minutes
- Flag me if you get stuck
CONSOLIDATION//
TAKE A 15 MINUTE BREAK
DOTMOCRACY
COMMISSIONERS

- Use the **RED** marker for 1 “No” vote
- Use the **GREEN** marker for 4 “Yes” votes

DEPARTMENT LEADERS

- Use **1 ORANGE** dot for “No”
- Use **2 BLUE** dots for votes
EVALUATE

Where is there clear consensus? These goals will go into the 2020-2025 Strategic Plan

Where is there disagreement? Is there a way to reach consensus, e.g. Do do need more information, financial analysis?
NEXT STEPS

Staff will set goals for our “Foundational areas”
Vision
A caring community in harmony with its environment where citizens succeed, thrive, and realize their potential.

Values
Respect – Integrity – Collaboration - Honesty

FOCUS AREAS

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GOALS

Coming soon

FOUNDATIONS

Strong infrastructure (information technology, facilities, risk management, evaluation and administration) committed to best-in-class performance to support the Board and its strategic focus areas

Resources: the funding, talent, and partnerships that enable high quality delivery of services.
NEXT STEPS

- Staff will set goals for our “Foundational areas”
- Week of 9/30: Updated strategy and plan from RR
- October 17: web conference with RR during pre-meeting (Plan + Commissioner Input)
- October: Public and employee engagement to ask “What does success look like? How can we get there?”
NEXT STEPS, CON’T

- November 12: In-person presentation with RR (Plan + Public Input)
- January: Strategic Plan Adopted by Commissioners (Values, Focus Areas, Goals)
- January through June: Cross-Departmental Action Plan Development around Focus Areas
THANK YOU