

REBECCA

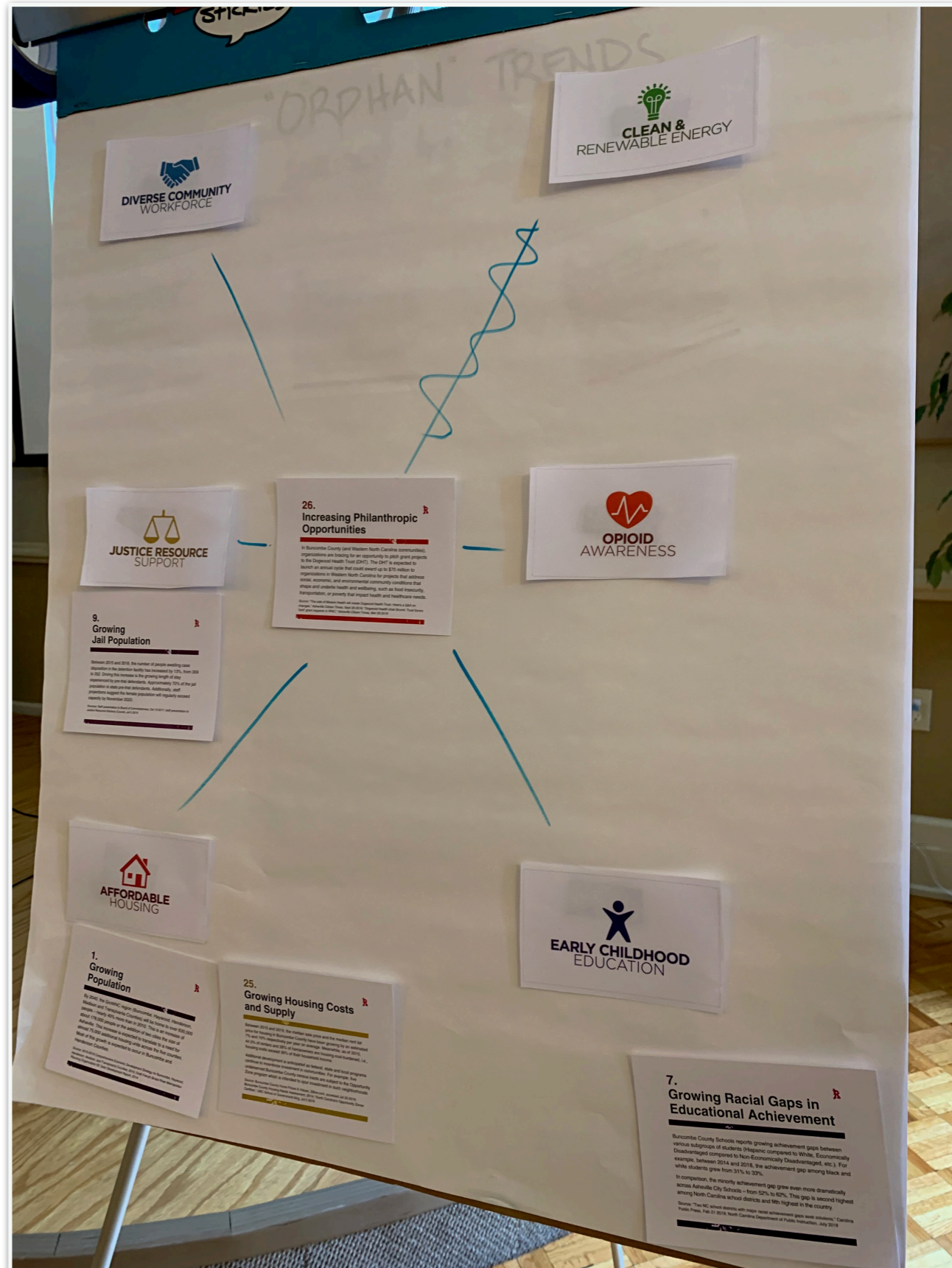
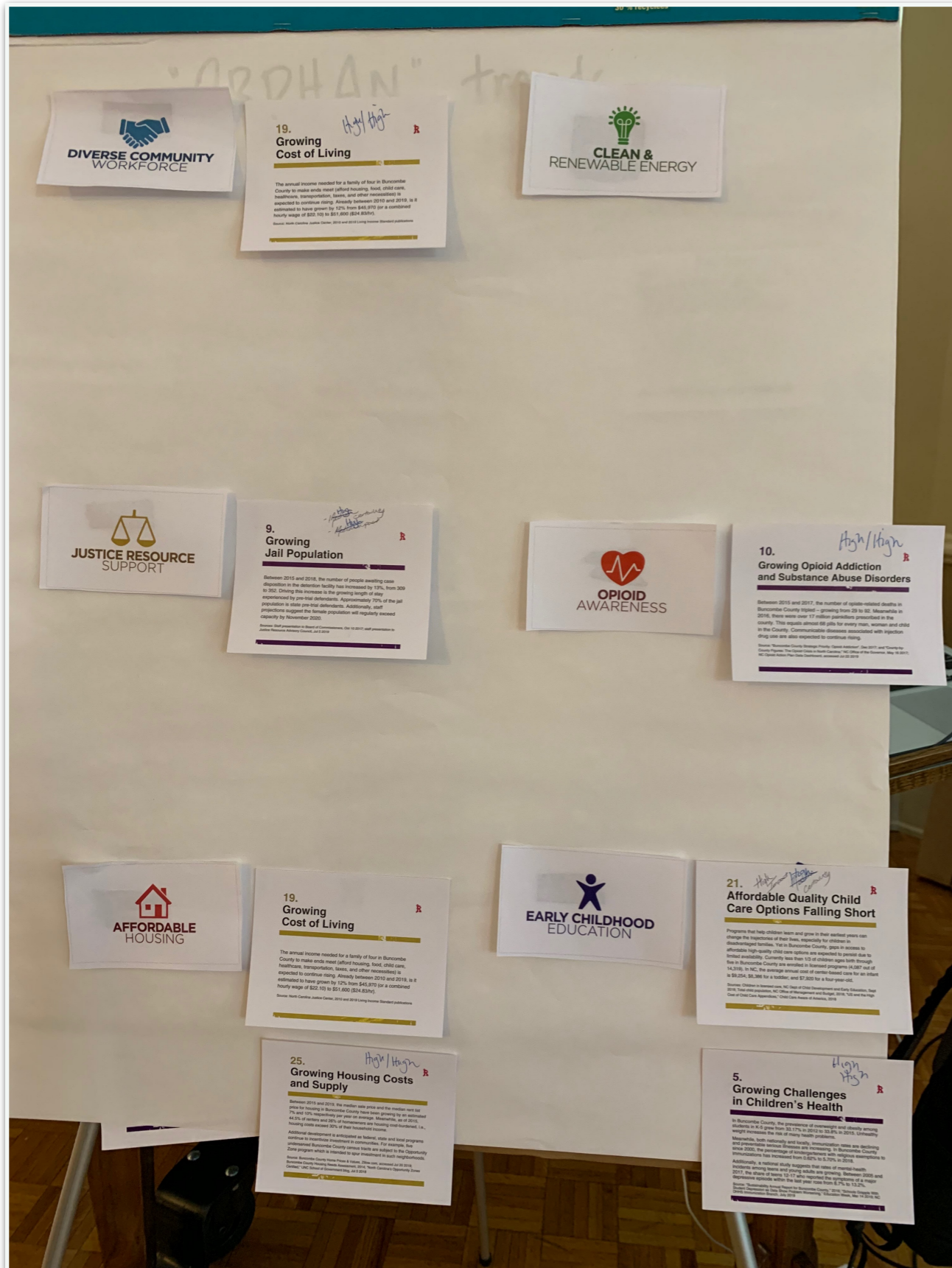


RYAN

**BUNCOMBE COUNTY
STRATEGIC PLANNING WORKSHOP 2
17 SEP 2019**

REVIEW
PREVIEW
BIG VIEW





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





SPRING

1946-1964



SUMMER

1965-1980



FALL

1981-2007



WINTER

2008-2030

LET'S SORT SOME ADDITIONAL TRENDS

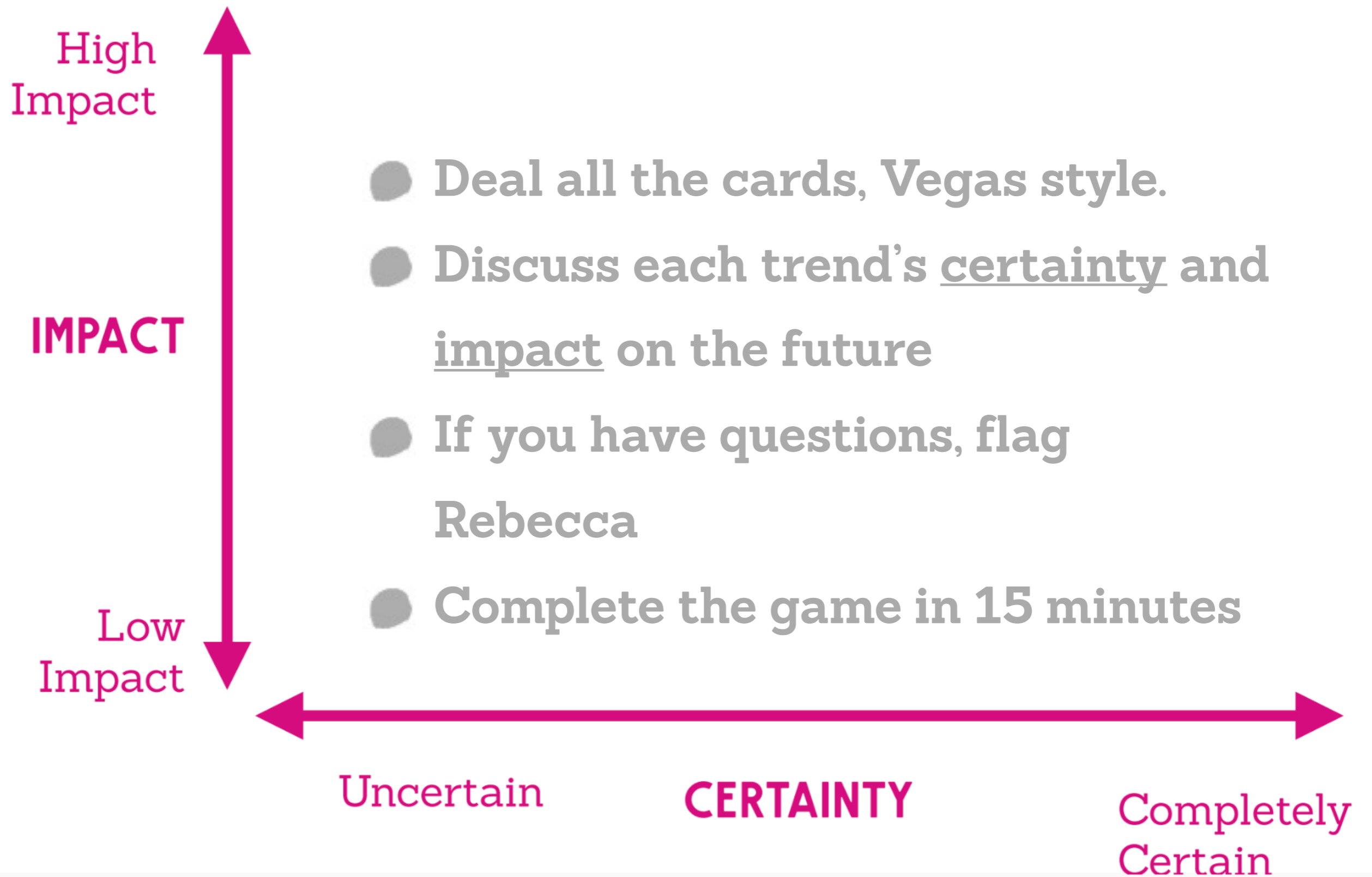


RECREATE YOUR TEAMS FROM LAST TIME

LEADER

- Keep group on time
- Ensure everyone contributes





FOCUS AREAS

Environmental Stewardship

Vision: High quality air, water, farmland and renewable energy for future generations.

Educated and Capable Community

Vision: A county where all children thrive and demonstrate resilience throughout their lives.

Vibrant Economy

Vision: A robust and sustainable regional economy that builds on our homegrown industries and talent and provides economic mobility for residents

Resident Well-Being

Vision: Our residents are safe, healthy, and engaged in their community

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
- 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

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	Focus Area	Host
1	Environmental Stewardship	Pressley
2	Educated and Capable Community	Fryar
3	Vibrant Economy	Belcher
4	Resident Well-Being	Beach-Ferrara
5	Environmental Stewardship	Pinder
6	Educated and Capable Community	Newman
7	Vibrant Economy	Edwards
8	Resident Well-Being	Whitesides



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**



REPORT OUT: WHAT ARE YOUR WIGs?



**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

Coming soon

Coming soon

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

