



Operational Planning and the Strategic Planning Management Tool

Background: Agency Governance

In 2020 MDC implemented a new organizational model guided by five systems of governance:

- Unified strategic priorities
- Centralized framework guiding regional implementation
- Regional empowerment and accountability
- Enhanced focus on continuous improvement
- Greater customer focus

A 2021 initiative developed program objectives to link operational work plans to the strategic plan.

Problem Statement

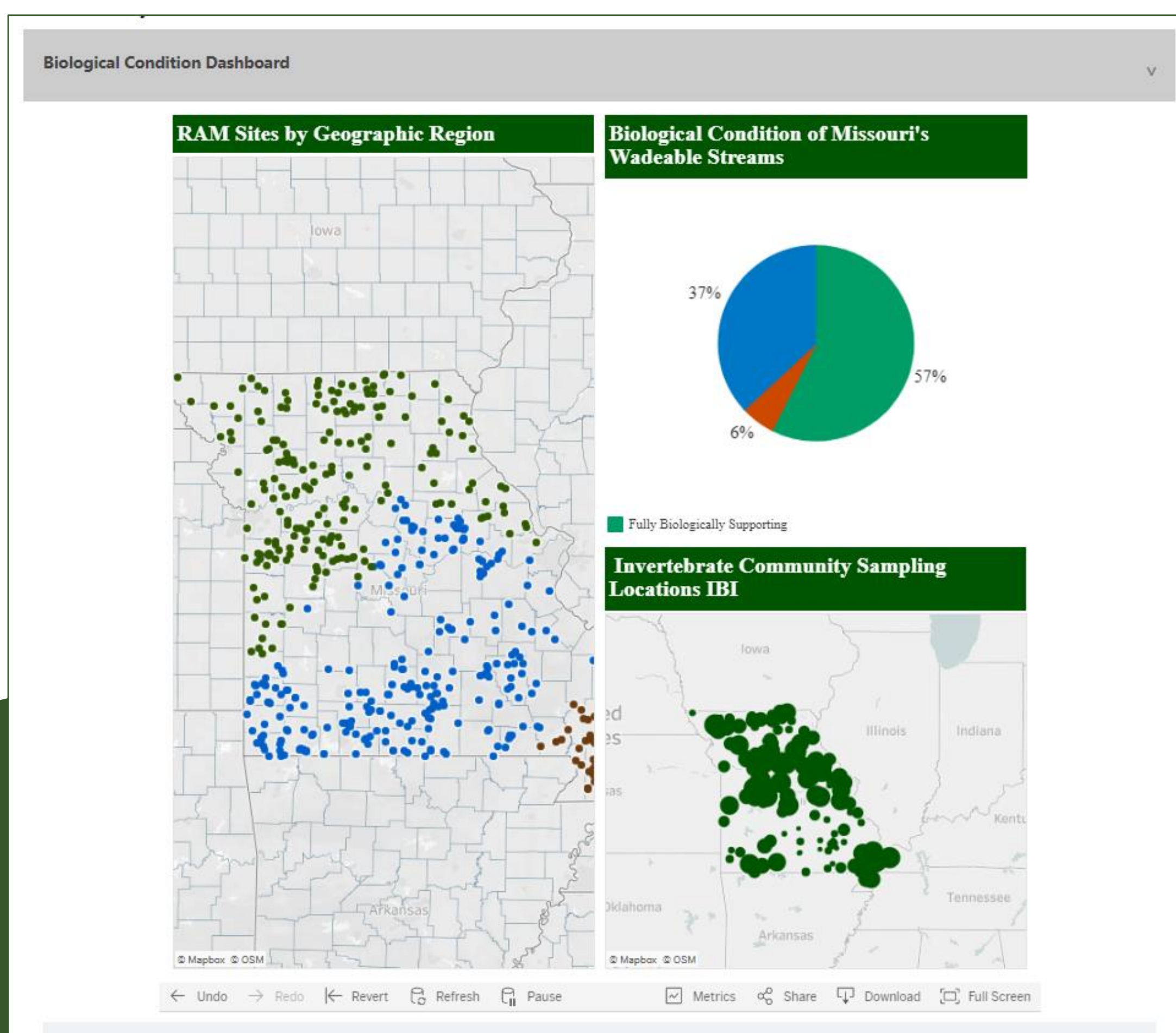
- Teams have difficulty applying the strategic plan to their individual work plans
- New organizational structure left questions about program governance (who provides direction)
- Lack of program measures for budgeting and time allocation
- No single source of truth for strategic and operational planning; documents/reports in various formats

Action

- Revise the strategic and operational planning process
- Define programs and establish governance and role clarity
- Develop measurable objectives for all programs that link to the strategic plan
- Expand an existing app – the Strategic Planning Management Tool (SPMT) to incorporate the new parts of the planning process: programs, program objectives, regional work plans, and branch work plans

Outcomes

The Strategic Planning Management Tool (SPMT) is now the one source of truth for strategic and operational planning components. It is used during the quarterly dashboard meetings to review strategic and key operational measures and track strategic initiative completion. Regional leaders are using the SPMT to track and manage FY22 regional work plan progress. Approximately 80% of programs have measurable objectives in the tool which are guiding FY23 regional and branch work planning and budgeting. Measure and program owners continue to use the measure visualization process to get data visualizations created in Tableau and embedded in the SPMT.



The screenshot shows the MDC Strategic Planning Management Tool interface. It features a navigation menu on the left with options like Home, Institutions / Gallery, My Interests, Advanced Search, Reports, Regional Branch Work Plans, Strategic Planning, Operational Planning, Application Manager, and Refresh Permissions. The main content area displays 'MDC Takes Care of Nature - Goal 1 Champion - Mike Hubbard' with a grid of photos showing various nature-related activities. Below the photos, there is a section for 'Associated Outcome Strategies' and 'Associated Outcome Measures' with detailed text and bullet points.