



March 16, 2023

Hi Everyone,

Hope all of you are well. I wanted to provide a quick note about the upcoming Humboldt County strategic planning workshops scheduled for 3/23 and 3/24. It's exciting to have all board members, department heads and key leaders together for a few days. Here is an update on the upcoming happenings.

As an initial step many of you were interviewed to discuss the county organization, its culture, what it does well and what it can do better. The information was extremely useful in coordinating material for next steps.

The following step was the workshop/retreat in Trinidad with board members for a half day to discuss general governance and organizational effectiveness. Following that half day session, you all joined the board at lunch time and continued until later that afternoon to discuss strategic plan basics and intended outcomes.

We are now ready for the working sessions next week. Department heads and board members will be working together both days to discuss forming a strategic plan through several interactive exercises and discussions. Board members are key to this planning as they ultimately set the direction of the organization, however without input of their executive leadership it can be challenging to achieve agreed upon outcomes.

You may be asking what the expectations are for next week. While there are several, key expectations are to identify a meaningful strategic plan framework, achievable priorities, associated objectives, action items and more. We will also discuss core values and the vision for your county. Putting all of these elements together, and much more, will be critical in developing a comprehensive plan that is flexible, achievable, and inspiring for our Board of Supervisors to eventually consider for adoption.

It is hopeful that your strategic plan will not be a just a document, but a "future focused" roadmap to assist in decision making, allocation of resources and ultimately achieving results.

Thank you in advance for your participation and input.

Sincerely,

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