



MWDOC's Board Strategic Priorities & Staff's Implementation Plan Process Overview

MWDOC Board of Director

November 15, 2023



Multi-Step Process



Recap: Member Agency Facilitated Discussions

In 2022, the MWDOC conducted Member Agency Facilitated Discussions

- Core objectives and consensus:
 - MWDOC and its member agencies to work together in a more collaborative manner.
 - MWDOC should avoid setting up a process that is perceived as “telling agencies what is needed,” but rather seeking out what the agencies want and need MWDOC to provide.
- Specific actions should be explained and explored before they are fully committed
 - To improve methods of communication in how MWDOC develops a program, study, or service



Recap: Board Strategic Priorities Process

In June 2023, the MWDOC Board finalized the selection of seven (7) Strategic Priorities

- Conducted in a public multi-session facilitated process, with input from member agencies
- Built upon the foundational work of
 - Member Agency Facilitated Discussions Project
 - Staff's responses to the Top 10 questions on various MWDOC topics
- An understanding of MWDOC's historical evolution, key milestones, current services and role, and future challenges



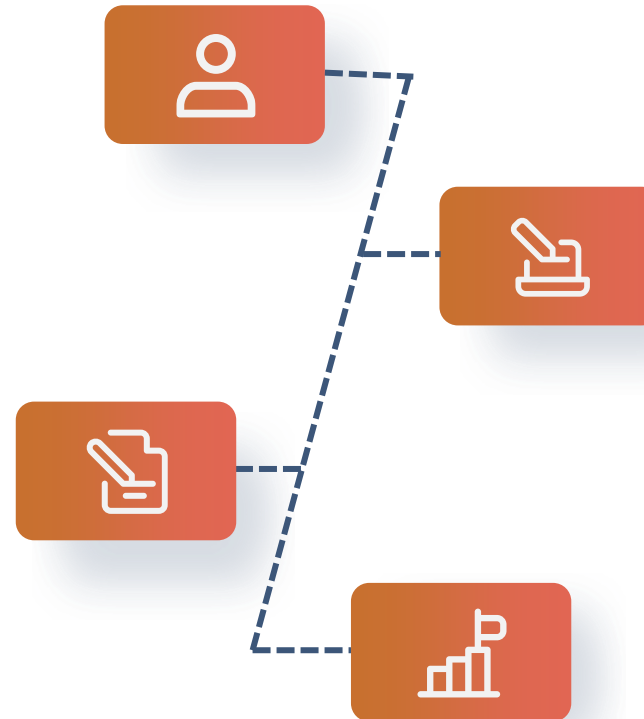
Purpose of the Board Strategic Priorities

1. Consistent with MWDOC's authority, mission, and roles

The strategic priorities ensure that MWDOC's actions and initiatives are in alignment with its legal authority, mission statement, and established roles.

2. Critical to its long-term success

The strategic priorities provide direction for achieving sustainable outcomes, helping the organization to thrive, and adapt to evolving challenges over time.



3. Focused on the future

The strategic priorities are forward-looking and future-focused. They address MWDOC's vision for the future and help to guide the organization.

4. Descriptive of “ends” rather than “means”

The strategic priorities define the desired outcomes and objectives that MWDOC seeks to achieve, leaving room for flexibility in determining the specific actions and tactics to reach those goals.

Final Board Strategic Priorities

	Topic Area	Board Strategic Priorities
1	MWDOC's Mission	Clarify MWDOC's mission and roles by defining those functions and actions that help provide cost-effective, long-term water reliability and security for its member agencies and OC constituents.
2	MET Policy Positions	Balance support for Metropolitan's regional mission and Orange County values and interests , with an emphasis on completing the IRP and shaping a sustainable business model.
3	MET Director Consultation	Ensure that Metropolitan Directors regularly reach out to and collaborate with MWDOC's member agencies to represent their interests and needs at Metropolitan.
4	Reliability Planning	Work with member agencies to develop water supply and demand objectives that take a broad view of cost-effective options to increase supply and manage demands.
5	Member Agency Collaboration	Solicit input and feedback from member agencies to support their needs and create opportunities that benefit OC's water future.
6	Communications	Strengthen communications and coordination of messaging with member agencies, tailored to large and small agency needs.
7	Staff Development	Invest in workforce development and succession planning to continuously strengthen and renew MWDOC's staff capabilities.

Implementation Plan

Staff translated these high-level priorities into tangible actions that could be undertaken and achieved as an organization.



Intent of the Implementation Plan

- To provide a structured and actionable roadmap for staff to achieve each Strategic Priority with a specific set of goals and actions
- The following key elements to help guide our approach:
 - Alignment with the Strategic Goals
 - Clarity of Objectives
 - Timeline and Milestones
 - Responsibility Assignment
 - Resource Allocation
 - Communication
 - Feedback and Adaptation
 - Continuous Improvement
 - Measurable Performance Indicators
 - Integration with Individual Employee goals
 - Evaluation and Reporting

Development of the Implementation Plan

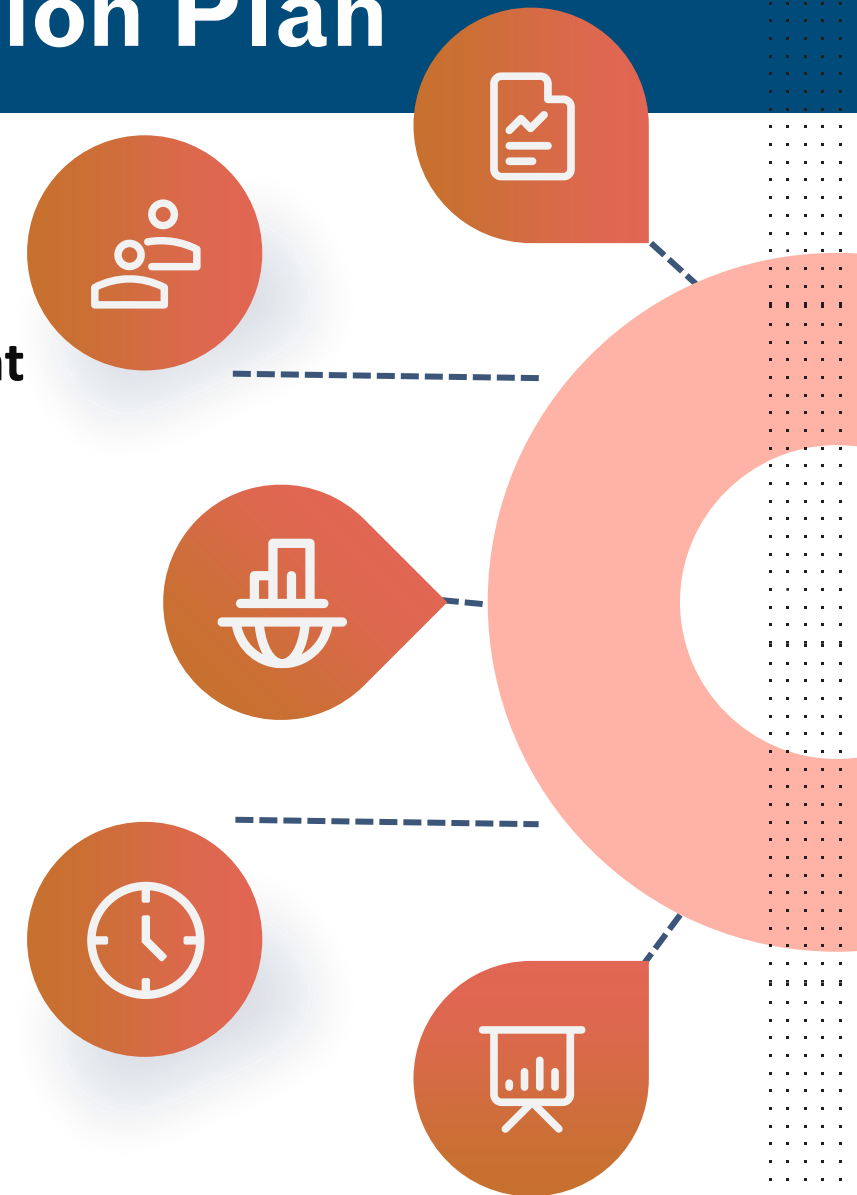
1. Held one-on-one meetings

with each department head identifying where their department can contribute to achieve each Strategic Priority

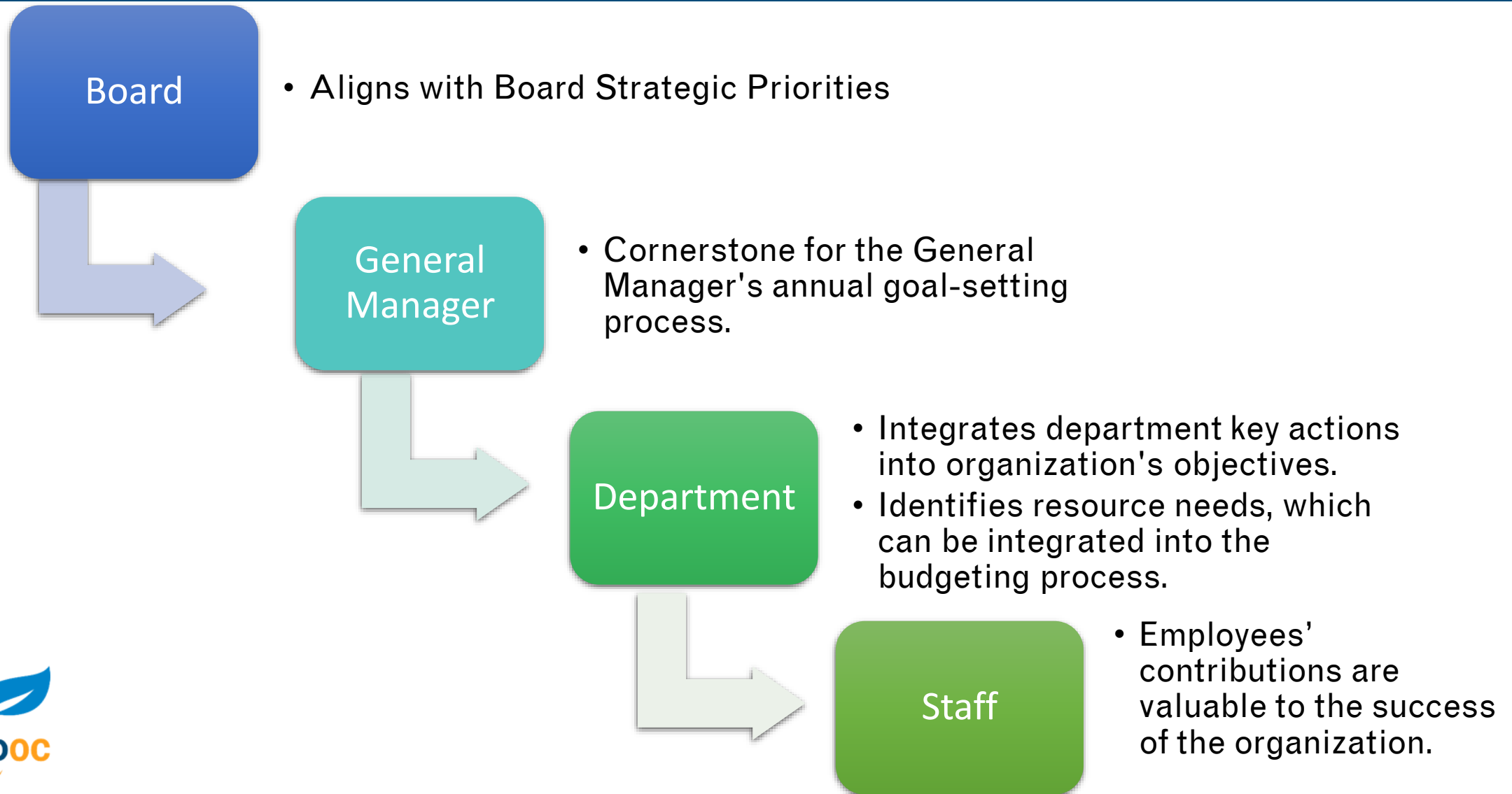
2. Internal senior management staff meetings to collectively discuss and develop the set of goals and actions in the Plan

3. Used the following documents as reference:

- MWD OC's Mission Statement
- Board Strategic Priorities
- Strategic Planning Session (March 2023)
- Strategic Planning Session 10 questions (April 2023)
- 2022 Member Agency Facilitated Discussion Phase 1 and Phase 2



Utilization of the Implementation Plan



Board feedback received

High level review of the Implementation Plan and process



Direction that staff's approach was laid out in line with Board's expectations (not on the detailed actions)



Connectivity between Board Strategic Priorities & Implementation Goals

Direction to GM and staff for utilization of goals as part of annual goal setting and budget process






The comprehensive document provides a purview to the Board as well as a structure for staff to follow



Framework - Staff Implementation Actions

Strategic Priority Topic Area

Goal: Goal to meet the Board Strategic Priorities

Action	Specific action(s) to meet the goals
Key Audience	Relevant stakeholders including member agencies
Timing/Frequency	Timing with specific milestones and deadlines
Key Department(s)	        Water Use Efficiency WEROC Gov. Affairs Public Affairs MET Issues Eng. & Planning Human Resources Finance & IT
Resources (if needed)	Expected associated needed cost to implement these actions to achieve the goal. Including Core and Choice-based funding approach, if known.

