

PREMINENCE THROUGH STRATEGIC PLANNING

The University of Florida Human Resource Services is dedicated to being a strategic partner with leaders on campus to produce the results that help our institution become a worldwide leader. Organizational development is a process for understanding, developing, and changing organizations and improving their health, effectiveness, and self-renewing capabilities.¹ Effective organizations “get the right things done” to achieve the outcomes they intend.



¹D.D. Warrick, Ph.D., University of Colorado

Our team focuses on several key areas that help improve or enhance productivity and promote positive change. One of the critical areas in organizational effectiveness is **strategic planning**. This review and planning process acts as a **roadmap** to make thoughtful decisions about an organization’s future in order to ensure its success and achievement of its mission. It involves clearly defining the purpose/mission of a department or division, the vision for where it wants to be in 5-10 years, and the values that foster a culture that supports the purpose and vision, rather than one that undermines it. Peter Drucker stated, “*Culture eats strategy for breakfast.*” If your culture doesn’t work, your strategy can’t work.

Our collaborative process:

- Initial meeting to determine what you want and what has been done in the past
- Collaborate on defining the ideal outcome; determine the meeting format desired
- Hold interviews or surveys with stakeholders on strengths and areas for improvement
- Develop a proposed agenda for your review and refinement using the elements that will be most helpful in your process: *mission, vision, values, goals, and/or action plans*
- Facilitate the meetings
- Provide a written summary report
- Hold follow-up meetings to ensure the process is being implemented satisfactorily



We often create a modular approach by combining the strategic planning process with elements from our **organizational assessments** during the same or iterative retreats. The outcome you are hoping to achieve will drive the content design.

If you wish to contact other departments and divisions on campus with whom we have worked, please let us know and we will provide you with a list of those for your reference.

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