

# One City, One Team

A STRATEGIC PLAN FOR OUR FUTURE

**WITH SIGNIFICANT EMPLOYEE ENGAGEMENT, AS A TEAM WE WILL REVIEW OUR STRATEGIC INITIATIVES, UPDATE OUR MISSION, VISION + VALUES, AND MEMORIALIZE THE GOALS FOR THE NEXT DECADE.**

This plan will help align the City's existing initiatives including the development of the Council's priorities, strategic initiatives, department work, the transition to a biennial budget, and implementation of the City's 2035 Community Plan. It will reinforce the strengths of our culture and redefine areas that need strengthening to respond to current and future challenges, a changing community and evolving workplace. The process will also result in an action plan that identifies goals and key performance indicators to measure progress over time.



**→ HILLSBORO'S STRATEGIC PLAN IS AN ORGANIZATIONAL ROAD MAP TO GUIDE OUR TEAM OVER THE NEXT TEN YEARS.**

## **WHY IS THIS PLAN IMPORTANT?**

Our employees have been busy growing the infrastructure, services, and programs to serve our changing community. We have done some amazing work, and now it's time to pause and reflect on our community, culture, systems, and take the time to define our vision for the future.

## **THINGS WE PLAN TO REFLECT ON OVER THE NEXT FEW MONTHS TOGETHER**

- As we consider the strategic initiatives on the horizon, how can we strengthen our culture and team connectivity to support this work?
- Are the mission and values from 2010 still reflective of the organization today?
- What is most important to us as a public service organization?
- What is the vision for our organization over the next ten years – where are we headed?
- What goals will support us in achieving that vision?

This project is important because we care about our city team and community. We want Hillsboro to be a great place to work and provide the best service to the people of Hillsboro.

## **HOW DOES THIS WORK RELATE TO HILLSBORO'S 2035 COMMUNITY PLAN?**

### **THE 2035 PLAN IS THE COMMUNITY'S VISION FOR HILLSBORO.**

The Hillsboro Strategic Plan will focus exclusively on guiding the operations and culture of the city organization over the next ten years. The plan will leverage the extensive community engagement conducted through the 2035 planning process, and additional community outreach may be conducted to address any gaps if needed. The 2035 Plan provides an important engagement link to the community and how we provide services to it. The City-led Actions in the 2035 plan will also be incorporated into the Strategic Plan.

# WHY NOW?

## A LOT HAS CHANGED IN 13 YEARS!

The City's last strategic plan was developed in 2010. The community and organization have seen significant change including population growth, community development, technological advances, and has become a more diverse.

## ALIGNMENT OF WORK AND RESOURCES ARE IMPORTANT

We are also developing several strategic initiatives like the Strategic Equity Plan, Asset Management Strategic and Implementation Plan, Records Management Strategic Plan, Capital Improvement Program Strategic Planning and Process Improvement, etc. and need to make sure these initiatives are aligned as we implement them.

## THE WORLD IS A DIFFERENT PLACE POST-PANDEMIC

The pandemic disrupted many systems, creating an opportunity for conversations around how we work and deliver services to the community.

# HOW WILL WE ENGAGE?

WE WANT TO BUILD AWARENESS ABOUT THE CITY'S STRATEGIC PLAN AND GATHER INPUT FROM EMPLOYEES TO INFORM THE MISSION, VISION, AND VALUES OF THE ORGANIZATION.

Along with 1:1 interviews + focus groups there will be engagement opportunities such as interactive boards, online engagement, and other spaces to share ideas at your convenience. We will also review other engagement work that is already underway including the workplace climate survey and the racial equity work to help inform the Strategic Plan.

→ THERE WILL BE FUN EVENTS + IN DEPTH CONVERSATIONS TO BUILD AWARENESS AND GATHER HIGH LEVEL INPUT ON THE MISSION, VISION, AND VALUES.

## STRATEGIC PLANNING TIMELINE



# PROJECT GOALS

THE STRATEGIC PLAN WILL RESULT IN AN ACTION PLAN THAT IDENTIFIES GOALS AND KEY PERFORMANCE INDICATORS TO MEASURE PROGRESS

**CONNECTEDNESS:** AS ONE CITY, WE WANT PEOPLE TO FEEL CONNECTED TO THE ORGANIZATION'S MISSION, VISION, AND VALUES.

**ALIGNMENT:** PROMOTE A CULTURE OF STRATEGIC MANAGEMENT THAT ALIGNS OUR WORK AND INITIATIVES AND IDENTIFIES CLEAR GOALS.



**ACCESSIBLE:** THIS PROCESS WILL BE TRANSPARENT AND ACCESSIBLE IN ENGAGING THE EMPLOYEES AND THE COUNCIL.

**EQUITY:** THE PROCESS WILL BE CENTERED AROUND EQUITY TO ENSURE EQUITY IS CENTRAL IN THE OUTCOMES AND GUIDING THE HILLSBORO ORGANIZATION OF THE FUTURE.