



Strategic Plan Updates

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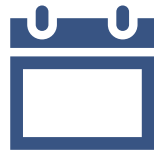
Director, Organizational Effectiveness
and Development

Simple focus can be powerful



Strategic Plan Development

Core Principles



Three-year plan
June 2026 - June 2029



Focused, simple,
integrated



Data-driven,
collaborative priorities

The Planning Process

Formed a core planning team	Met throughout process
Document and Project Review	Agency plans, Employee Engagement Survey, department projects and major activities, policy considerations
SWOT Analysis	Developed list of potential priorities based on results of SWOT
Leadership and Board Survey	Surveyed senior leaders, Governing Council, and Board of Health to assess top priorities
Top 3 Priorities	Determined priorities based on SWOT analysis, survey results, and consideration of current plans and projects

Strategic Plan Structure

Mission: Promoting the health and well being of all who live, work, and play in Lake County.

Vision: Healthy Choices. Healthier People. Healthiest Communities.

Theme: *Our workforce, partnerships, and sustainability are the foundation of a trusted reputation, the delivery of quality services, and improved health outcomes.*

Priority: focus areas that need intentional effort / urgency
Goal: Descriptors of "to what end"

- Activity/Task 1
- Activity/Task 2
- Activity/Task 3
- Activity/Task 4

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Potential Priorities

Build trust and broaden awareness and support of LCHD/CHC programs and services among partners and residents.

Expand value added partnerships by ensuring mutually beneficial activities with current partners, such as Access Lake.

Foster and improve relationships with local (Municipal, Township, County), state, and federal elected officials.

Invest in infrastructure such as facility, equipment, and technology upgrades.

Foster a culture of performance management and continuous quality improvement such as standardizing, aligning, streamlining, and improving agency processes.

Improve internal communications to build trust, improve alignment, increase effectiveness of staff, and reduce burnout.

Assure our ability to attract, retain, and develop a highly capable public health workforce.

Explore opportunities to increase funding and revenue such as grant acquisition, donations through partners, bill collections, and improving the revenue cycle.

Maintain services in times of uncertainty by supporting creative ways to provide programs and services.

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People are our Power

- **Attract, develop, and retain an exceptional public health workforce.**

Trusted Partner

- **Build trust and broaden awareness and support of LCHD among partners and the community.**

Performance Excellence

- **Deliver maximum impact through operational excellence and long-term financial sustainability.**

Implementation Imperatives

BELIEVE

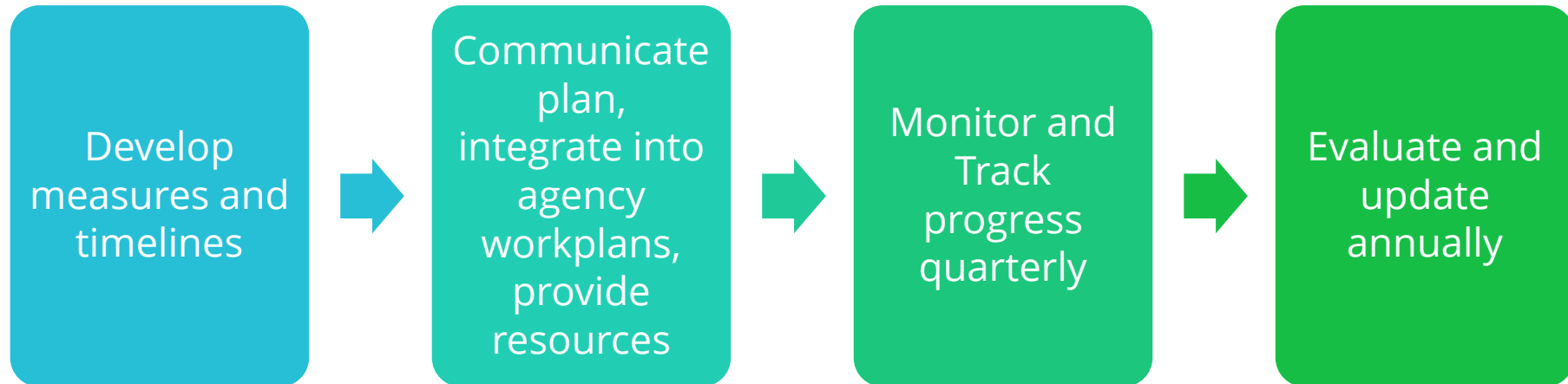
UNDERSTAND

ALIGN

MOVE

Next Steps

Approval by Board of Health and Governing Council



Simple, but not easy

This strategy is simple – passionate people put in position to succeed at impactful work.

Execution is hard and will take candid communication, humble accountability, and constant curiosity.

But if we can do that...Think of the lives that will be changed!





QUESTIONS?