Department of Toxic Substances Control

Building Sustainable Organizational Excellence
Agenda

• Background
• Why Focus on Organizational Excellence?
• Developing the Organizational Plan
• Potential Organizational Initiatives
• Components of a Strategic Plan
• Closing
• Q&A
Update on Strategy and Organization

• *Fixing the Foundation* program improvements

• Organizational structure strengthened
  • Key leadership and management positions filled
  • Staff remain Department’s most valuable resource

• Undertaking a number of connected initiatives to establish organizational excellence
Why Focus on Organizational Excellence?

- Make DTSC an exceptional place to work
- Develop an organization that is ready for the future and continues to fulfill its mission
  - Focused on performance
  - Capable of ongoing, sustainable success
  - Dedicated to continuous improvement
  - Responsive to external needs
  - Works cross-functionally
  - Adaptable and change resilient
- Prepare for the Strategic Plan update
Developing the Organizational Goal

- Mission & Core Values
  - Planning & Foundational Work
    - Assess Org & Benchmark
    - Train & Prep Leadership
  - Develop Goals
  - Define Objectives, Strategies & Metrics
  - Implement & Manage
  - Measure

Public Suggestions/Concerns/Critiques
Potential Objectives

- Work Environment
- Continuous Improvement
- Performance Management
- External Communications
- Diversity & Inclusion
- Community Values
- Decision Making
- Internal Communications
The 2014 Strategic Plan established baseline program improvements.

Now need a sophisticated, cross-functional Strategic Plan that measures performance against goals.
Closing Statement

• Need to develop a holistic, fully-integrated Strategic Plan following best-practice methodologies

• Focusing on organizational excellence is a necessary first step to prepare
  • Ensure alignment with organization and staff
  • Give leadership team the knowledge and capabilities they need to be successful