Involving Your Whole Organization in Strategic Planning

Needs
- Leverage staff expertise on key areas of EH&S
- Fully engage all staff in developing a philosophy that everyone can live and work by
- Articulate purpose, vision, and ways of working
- Create a consistent message for department communications

What Worked?
- Worked with OQI consultants to plan project
- Surveyed staff members to obtain input on key questions
- Analyzed and summarized survey responses
- With departmental leadership team, drafted mission & vision
- Worked with small groups encourage participation during all-staff retreat

Our Goal
Create an EH&S mission, vision, and set of guiding principles that align with our parent unit, FP&M, and University missions.

Key Questions
- When you think of the value that EH&S provides to campus, what words come to mind?
- What do you hope EHS will look and feel like 2 years from now?
- Which customer groups does EHS have as its primary focus for service delivery?
- What is one significant campus safety issue that needs to be overcome in the next 1-3 years?
- What do you deliver to EHS customers that particularly energizes you or provides meaning to you?

Results
- New Mission
- New Vision
- Created Guiding Principles

Contact
Paul Umbeck, pumbeck@fpm.wisc.edu
Environment, Health & Safety Department