

**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

Strategic Planning Committee Meeting

Friday, September 21, 2012

11:00 a.m.

**5000 Overlook Avenue, SW
Room 407**

1. Call to Order.....Adam Clampitt, Chairperson
2. Discussion on the Committee’s revisions.....Adam Clampitt
to the draft Strategic Plan
3. *Next Steps and Budgetary Implications of the Strategic*.....George Hawkins/Sunesis
Plan
4. Other Business..... Adam Clampitt
5. Adjournment



LEADERSHIP



VALUE



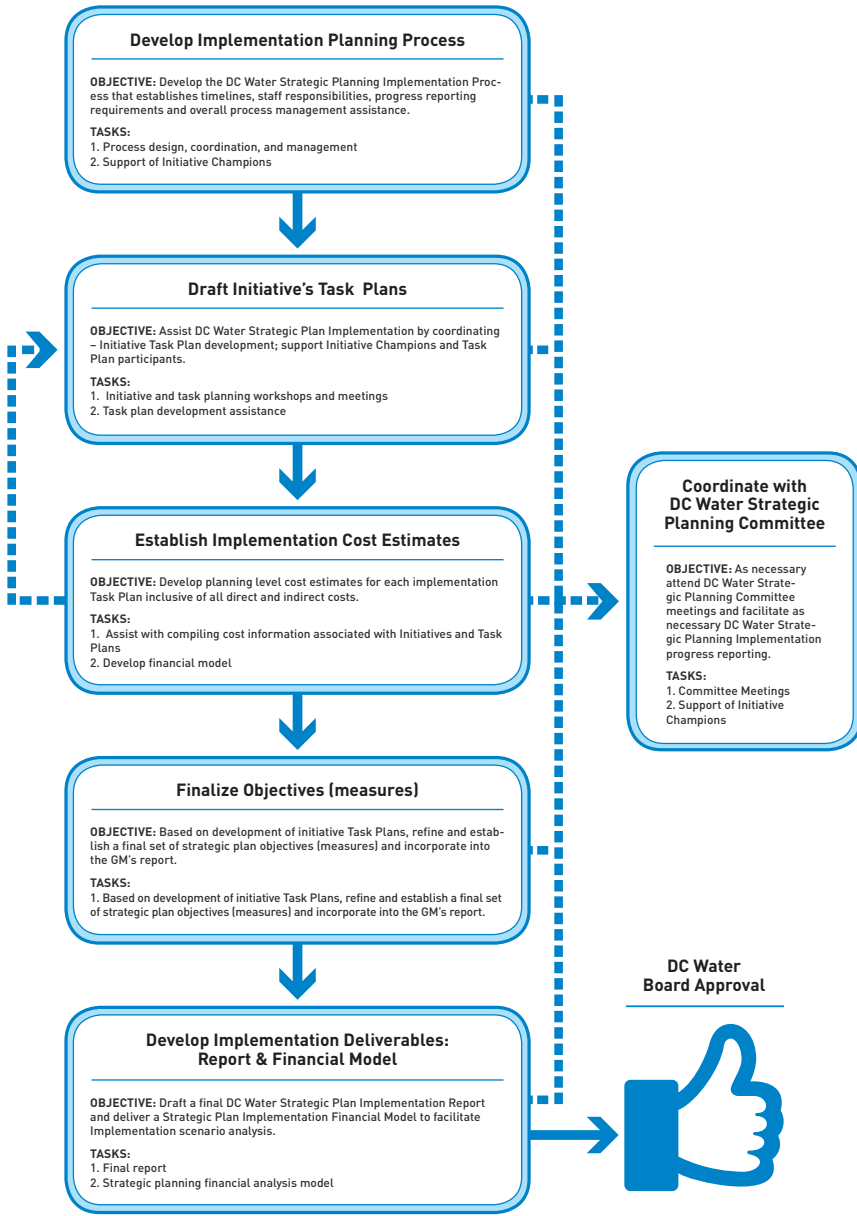
INNOVATION



**STRATEGIC PLAN
IMPLEMENTATION PLANNING**

JULY 2012





GOAL 1. DEVELOP, MAINTAIN, AND RECRUIT A HIGH PERFORMING WORKFORCE	OBJECTIVES (PERFORMANCE MEASURES):								
	LEADERSHIP [C-CHAMPION, S-SECONDARY]			SHORT-TERM [<12 months]			LONG-TERM [>12 months]		
	Fiscal Impact	Service Impact	Policy Impact	Fiscal Impact	Service Impact	Policy Impact	Fiscal Impact	Service Impact	Policy Impact
Develop and implement a comprehensive training and development plan to include Leadership Academy and skills development.									
Enhance process by which DC Water evaluates employee performance.									
Establish baseline data for employee and internal customer satisfaction and conduct periodic progress surveys.									
Reassess and establish performance measures across DC Water.									
FISCAL IMPACT: Potential cost/benefits of initiative implementation (if negative put in parenthesis). 1: No, minimal or minor impact: Net costs/benefits less than \$250,000 2: Moderate impact: Net costs/benefits greater than \$250,000 and less than \$1,000,000. 3: Significant impact: Net costs/benefits of \$1,000,000 or greater	SERVICE IMPACT: Potential impact on customers (service, environmental protection, quality, etc): Potential effect on customer service and satisfaction (if negative put in parenthesis). 1: No, minimal or minor impact 2: Moderate impact 3: Significant Impact			POLICY IMPACT: Potential impact on DC Water's policy and may require new or modification to existing policies. 1: No, minimal or minor impact 2: Moderate impact 3: Significant Impact					

INITIATIVE: _____		INITIATIVE CHAMPION: _____	
TASK PLAN			
Task	Assigned	Due Date	Cost/Budget Request Estimate (\$ Yr. Total)
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			