



IPMA-HR Long-Range Strategic Plan

Mission

- To provide human resource leadership and advocacy, professional development, information and services to enhance organizational and individual performance in the public sector.

Vision

- To be the leading organization for public human resources.

Strategic Goal #1 - Grow Membership

Objective #1

- Increase net membership by 3-5 percent annually.

Objective #2

- Enhance national, regional, chapter, and section relationships.

Objective #3

- Develop and implement an international strategy.

Strategic Goal #2 - Provide Products And Services That People Want And Use

Objective #4

- Identify and evaluate the IPMA-HR products and services mix viability – modify, add, or delete.

Objective #5

- Increase participation in IPMA-HR professional development classes by 5 percent annually.

Objective #6

- Increase net certifications and recertifications by ten percent annually.

Objective #7

- Conduct cutting edge HR research and benchmarking.

Objective #8

- Improve Website effectiveness:
 - Increase the ease of accessing Website information
 - Increase comprehensiveness
 - Keep the Website up to date with new information
 - Survey effectiveness by asking, "did you find what you need?" or providing information on frequently visited topics.

Strategic Goal #3 - Ensure Financial And Organizational Health

Objective #9

- Establish a financial planning policy/model for decision-making:
 - Philosophy
 - Standards
 - Assumptions
 - Assessment of products/services:
 - General free services (such as advocacy)
 - Free products for members
 - Fee services

Objective #10

- Streamline the IPMA-HR governance structure.

Objective # 11

- Develop future public sector leaders that ensure the strength and diversity in the Association's leadership, staff, committees, taskforces, and programs.

Strategic Goal #4 - Increase The Awareness Of IPMA-HR And Its Products, Services, And Benefits To Members

Objective #12

- Develop and implement a marketing campaign for membership, products, and services

Objective #13

- Advocate for the public HR interests, both current and future.

IPMA Western Region Long-Range Strategic Plan

Mission Statement

Optimize organizational and individual performance in the public service by providing human resource leadership, professional development, information and services.

Vision

To be the leader in public human resource management.

Strategic Goal #1: Professional Development for Human Resource Managers and Practitioners in the Western Region.

Strategy:

Enhance the expertise of public sector human resource managers and practitioners by expanding development opportunities which focus on cutting edge issues.

Objectives:

- Ensure widespread delivery of the IPMA HR Competency Model.
- Stay current with new developments and create an appropriate curriculum to reflect those changes.
- Implement and promote the Human Resource Certification Program.
- Conduct a successful Western Region Conference.
- Continue to explore partnerships with other organizations, particularly in the areas of training and development.

Recommended Action:

Form a task force of Western Region members and faculty to explore linking the IPMA HR Competency Model with an academic course of study for human resources, to promote the Competency Model and the Human Resource Certification Program. Form a Regional Professional Development Subcommittee to work with the National Committee to develop recommendations for future training programs that could be offered in the Region. Conduct the annual conference in popular locations, and consider including alternative session formats in the program schedule.

Strategic Goal #2: Organizational Alignment

Strategy:

Align the Regional and Chapter infrastructure to support IPMA's identity.

Objectives:

- Improve Regional organizational coordination to ensure that members are provided with a local focus.
- Support IPMA informal groups at the local level through the provision of resources, including speakers where feasible, which would facilitate the meeting of such groups.
- Ensure structure, bylaws and dues of the organization (chapters, regions, sections and national) include well-defined roles, authority, responsibility, and interrelationships.
- Review services provided by national staff, regions, and chapters.
- Determine what services leaders of the western region and chapters want from national staff.
- Create a method to coordinate activities of the chapters and western region, and other organizations to avoid overlapping and scheduling conflicts. The IPMA Chapter/Region/Section Leadership Forum can be used as one means of communicating the need for coordinated activities.
- Ensure that Chapter leaders at all levels of the Western Region are IPMA members.
- Examine the method by which the Western Region selects and develops leaders.

Recommended Action:

Review with the Chapter President and Western Region Officers the responsibilities, relationships and services which the chapters, regions, sections, and the Association provide. Recommended areas to be reviewed include: membership requirement for chapter and region leaders, uniform calendar for terms of office for chapter and region leaders, minimum number of IPMA members needed to obtain and remain a chapter, and financial and other reporting requirements.

Strategic Goal #3: Membership Development

Strategy:

To attract and retain members to ensure the continued growth of IPMA and chapters in the Western Region.

Objectives:

- Maintain liaison with chapters and target chapter members for membership and continued growth of chapter outreach and balance service with the financial assets of the Region.
- Assist interested individuals in forming chapters.

Recommended Action:

Maintain a Chapter Development Subcommittee on the Western Region Board.

Strategic Goal #4: Leadership

Strategy:

Ensure quality leadership for the Western Region. Attract and involve human resource leaders.

Objectives:

- Examine and define the roles and responsibilities of the Western Region Board.
- Ensure the involvement of the Western Region Board in the implementation of the Long-Range Strategic Plan.

Recommended Action:

The roles, responsibilities and composition of the Western Region should be reviewed to ensure that officers and members of the Western Region are aware of expectations and that all levels of government and geographical areas are adequately represented. The Western Region should ensure that they are involved in the implementation of the Long-Range Strategic Plan.

Strategic Goal #5: Resource Management

Strategy:

Continued sound management of the Western Region resources to enhance human resource professionalism.

Objectives:

- Assure that the leadership reflects the diversity of the profession and geographic representation.
- Ensure the demographic profile of the leadership, committees, programming and staff reflect diversity.
- Manage the Western Region's financial assets to maintain a reserve of ____ in five years.

Recommended Action:

The Western Region will continue to ensure the demographic profile of its leadership, committees, programming, and reflects diversity and that the Western Region remains financially viable. The Western Region Board should review and propose updates on an annual basis to the Long-Range Strategic Plan.

Strategic Goal #6: Develop and Deliver HR Products, Information and Services to Western Region Chapters and Members

Strategy:

To utilize leading edge technology to deliver human resource services and tools.

Objectives:

- Enhance access to and the content of the IPMA Western Region web site.
- Collaborate with chapters and other organizations to provide Human Resources Training.
- Maintain effective information exchange.
- Expand the technical assistance.
- Capitalize on technology for real-time information exchange.

Recommended Action:

Consider the inclusion on the IPMA Western Region web site for linking with Western Region members and chapters.

Continue to partner with human resource experts to develop and deliver Human Resources training identified by Western Region chapters and members.

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