

OFFICE OF FINANCIAL MANAGEMENT

2016–18 Strategic Plan

STRATEGIC ANCHORS

Our vision:

Better information. Better decisions.
Better government. Better Washington.

Our mission:

To support and improve state government on
behalf of all Washingtonians.

Our commitment:

We will provide the leadership, direction and
information our customers and staff need to
progress from vision to action and keep the public
informed through timely information and data.

OUR VALUES

Integrity:

We provide timely, accurate
answers, clear, open and
honest communications with
customers, stakeholders and
co-workers.

Collaboration:

We promote teamwork,
drawing on the expertise and
talents of many to achieve
common goals.

Respect:

We recognize the value of
diverse backgrounds and
perspectives; we treat every-
one with dignity, fairness and
understanding

Leadership:

We establish a clear vision,
share that vision with others
and provide the information,
knowledge and methods to
realize that vision.

Excellence:

We strive for the highest
standards of data and infor-
mation quality, pursue con-
tinuous improvement of our
work and creatively approach
issues and problems.

GOAL AREA

2016–18 GOALS/INITIATIVES

DYNAMIC LEADERSHIP

We provide vision, direction
and support for statewide
initiatives and efforts
internal for OFM.

OFM facilitates connections across agencies on shared issues

- Develop training and improve on-demand resources to assist agencies in key business processes, including CAFR, annexation and State Human Resources training.
- Develop and implement a statewide workplace strategy initiative.
- The state of Washington becomes an employer of national service.
- Lead development of a dynamic classification system that is adaptable to changing business needs.

Leadership facilitates connections across OFM units on shared issues

- Seek opportunities to articulate clearer, shared expectations of Governor's office, policy and budget staff roles in decision processes.
- Collaborate to improve information flow between policy decisions and budget development.

OFM capacity is available to support timely, data-driven decision-making

- Streamline the Bill-Paying Process within OFM using Lean process improvement methods

COMMUNICATION & TRUST

We are a trusted partner in all
interactions because we use
clear, open and honest
communications.

Provide greater access to high quality information and data

- Redesign website, pursue communications outreach, and improve Fiscal.wa.gov.
- Improve and expand data access, reporting and analysis on economics, education, population trends, health, and criminal and juvenile justice.
- Lead OFM-wide strategy to improve business intelligence tools and utilization.

Expand efforts to gather and use customer feedback

- All employees understand how to gather and use customer feedback to improve processes and are provided the opportunity (learn and do) to develop and use the appropriate tools and techniques.

Keep staff informed of statewide initiatives

TEAM DEVELOPMENT

We recruit, develop and retain
exceptional staff and leaders.

Strive toward competitive compensation within state government

- Develop, adapt and communicate OFM's exempt compensation philosophy and 2015–17 plan.

Provide the opportunity for staff to learn and grow

- All employees understand how to access training and other development opportunities offered by the agency and within divisions/units.
- All employees have the opportunity to learn and grow as problem-solvers and all leaders as coaches (learn by doing).
- Employees are offered the opportunity to participate in the Lean practitioner development program.

Support agency-wide training and networking opportunities

- Plan and deliver the OFM Training Forum.
- Develop and deliver training (instructor led, online, etc.) in the areas of public disclosure, ethics, records management, litigation hold, travel, etc.

I.T. MODERNIZATION

We provide the tools our
OFM team members and
state agencies need for the
provision of timely and
accurate information
and data.

Improve OFM Information Technology support

- Develop and communicate shared expectations for desktop services.
- Establish business analysts and key IT positions.

Employees have the tools (equipment, applications, etc.) needed to do their jobs effectively

- Upgrade and modernize budget tools.
- Review, plan and implement an OFM electronic content management system.
- Document imaging initiative.
- Upgrade facility inventory system.

Improve/modernize statewide administrative systems

- Develop new statewide chart of accounts and link to plans to replace the core financial systems of the state.
- Evaluate and prioritize system development, modifications and replacements to meet OFM business needs.