## Our vision:

## 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

<table>
<thead>
<tr>
<th>Integrity:</th>
<th>Collaboration:</th>
<th>Respect:</th>
<th>Leadership:</th>
<th>Excellence:</th>
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</thead>
<tbody>
<tr>
<td>We provide timely, accurate answers, clear, open and honest communications with customers, stakeholders and co-workers.</td>
<td>We promote teamwork, drawing on the expertise and talents of many to achieve common goals.</td>
<td>We recognize the value of diverse backgrounds and perspectives; we treat everyone with dignity, fairness and understanding.</td>
<td>We establish a clear vision, share that vision with others and provide the information, knowledge and methods to realize that vision.</td>
<td>We strive for the highest standards of data and information quality, pursue continuous improvement of our work and creatively approach issues and problems.</td>
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## 2016–18 GOALS/INITIATIVES

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

**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.

### 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.