



GM's Approach and Next Steps to Address Needs Assessment Recommendations

Executive Committee

11.21.2024



Why conduct a Needs Assessment?



1 Foundation for Improvement

Provided essential information to refine organizational processes and programs.

2 Align with Board's Strategic Goals

Explored resources required to achieve the Board's priorities and MWDOC's mission.

3 Identify Opportunities

The assessment uncovered collaboration possibilities, staff possibilities, staff development needs, and service enhancements.

Recommendation Topic Area

- 1 Resource Needs
- 2 Management Support
- 3 MWDOC's Services
- 4 Shared Resources / Intra-departmental Collaboration
- 5 Staff Development / Succession

Addressing recommendations through a Comprehensive Approach



From the information provided through the Needs Assessment by each Department Director, a **GM's Action Plan** will be developed utilizing a comprehensive approach



GM Authority

Initial actions and initiatives falling within GM's authority.



Board Consideration

Areas which require Board consideration, review, or established policy.



Budget Process

Resources aligned with Budget for FY25-26 implementation.



Forthcoming Items

Areas for further exploration and future implementation.

Next steps

GM Action Plan

Address Organizational Needs Through Continuous Improvement

GM Action Plan will aim to strategically address both immediate and long-term priorities through identified resources, collaboration opportunities, and staff development actions.



GM Action Plan Examples



GM Authority

- Management support
- Internal procedural improvements
 - Advanced Board Memo Calendar
- Dept. Collaboration opportunities



Budget Process

- GIS system & analyst support
- Enhance key event sponsorships
- Financial software
- Consultant Resources



Board Consideration

- Succession Policy (3–6-month overlap)
- FTE Resource allocation (e.g., WEEA, vacant positions)



Forthcoming Items

- MA Service enhancement suggestions
- Coordination meetings with OCWD

Next steps Process Timeline

Training & Development



Internal
Procedural
Improvements

FTE Resource
Allocation
Evaluate vacant positions

Explore Dept.
Collaboration
Opportunities

Succession
Planning
Policy

Conduct
GIS Needs
Assessment

- Develop scope
- Seek bids

Organizational
Needs Assessment

- Foundation for Improvement
- Aligning with Board's Strategic Goals
- Identifying Opportunities



WEEA
Funding
Allocation



GM Action
Plan Presentation



Budget Process

- Enhanced Financial Software
- GIS Support
- Consultant Resources (+/-)
- Enhance key event sponsorships