



STANISLAUS COUNTY
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September 7, 2012

NOTICE OF PUBLIC MEETING

To: *Strategic Planning Objectives Committee:*
Michael O'Neal, Chair
Mike Lynch
Gordon Ford

From: Rick Santos, Executive Director

SUBJECT: StanCERA STRATEGIC PLANNING OBJECTIVES COMMITTEE MEETING

The Strategic Planning Objectives Committee will meet at 1:30 p.m., Wednesday, September 12, 2012.

The meeting will be held in the Conference Room at StanCERA's Office, 832 12th Street, Suite 600, 6th Floor, Modesto.

AGENDA

1. Discussion and Action on the Possibility of Hiring a Facilitator for the 2013-2016 Organizational Strategic Plan for the Stanislaus County Employees' Retirement Association's (StanCERA) Board of Retirement [View](#)

cc: K. Herman
J. Clendenin



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**For the Strategic Planning Committee meeting
Held on September 12, 2012**

TO: Strategic Planning Committee

FROM: Kathy Herman, Operations Manager

SUBJECT: Strategic Planning Process

A strategic plan identifies where the organization wants to be at some point in the future and how it is going to get there. The "strategic" part of this planning process is the continual attention to current changes in the organization and its external environment, and how this affects the future of the organization. Skills in strategic planning are critical to the long-term success of our organization.

This form of planning includes:

- a) Taking a wide look around at what's going on outside the organization and how it might affect the organization (an environmental scan), and identifying opportunities and threats
- b) Taking a hard look at what's going on inside the organization, including a strength, weakness, opportunities, & threats (SWOT) analysis
- c) Establishing statements of mission, vision and values
- d) Establishing goals to accomplish over the next (usually) three years or so, as a result of what's going on inside and outside the organization
- e) Identifying how those goals will be reached (strategies, objectives, responsibilities and timelines)

StanCERA's history:

In 2005 the Retirement Board actively participated in a three day Strategic Planning workshop with a certified County facilitator. The facilitator walked the Board through several critical steps, including the Mission and Vision statement, a SWOT analysis and an Environmental scan. At the end of the three day workshop, five objectives had been agreed upon and five committees proceeded to address how each objective would be met.

In 2007 the Retirement Board participated in a board governance workshop facilitated by Tom Iannucci of Cortex Applied Research. The workshop covered the following key topics; Fiduciary duties, Board effectiveness, the nature of the pension business and policy, delegation and control and Cortex's board governance model. Staff was instructed to include the concepts from the workshop in future Strategic Planning sessions.

In 2008 the Retirement Board met in a ½ day workshop to review and update the Strategic Plan. No changes were made at this time.

In 2010 the Retirement Board with facilitator Michael Wright from the Results Group met off site to continue the process and update the Strategic Plan. As part of the process Mr. Wright met with each Board member prior to the workshop. The workshop included presentations by Paul Harte of S.I.S., and StanCERA staff on significant statistical trends. The Board of Retirement approved four new goals with strategies and tasks that could be measured.

Staff has surveyed several others systems and found that there are many was to accomplish the same goal. Below is a list of the systems and the links to the facilitators that were used. Additional information will be provided at the meeting.

CalPERS - The Results Group – Michael Wright <http://www.theresultsgroup.com/index.php>

SDCERS - InoVisions - Dr. Sheryl Gee. <http://www.innovisions.org/about.html>

KCERA – Cortex Applied Research - Tom Iannucci - tiannucci@cortexconsulting.com

LACERS & OCERS - Hewitt ennisknupp – Nancy Williams - <https://ctech.rproxy.hewitt.com/hig/>