



Turning Waste Into Resources

STRATEGIC PLANNING: OUR PATH FORWARD

Investing in our future

OUR AGENDA FOR TODAY

- » Share our strategic planning process
- » Present the 6 elements of the plan
- » Focus our discussion on our vision and strategic priorities (Pillars of Sustainability)
- » Identify next steps

WHY ENGAGE IN A STRATEGIC PLANNING PROCESS?

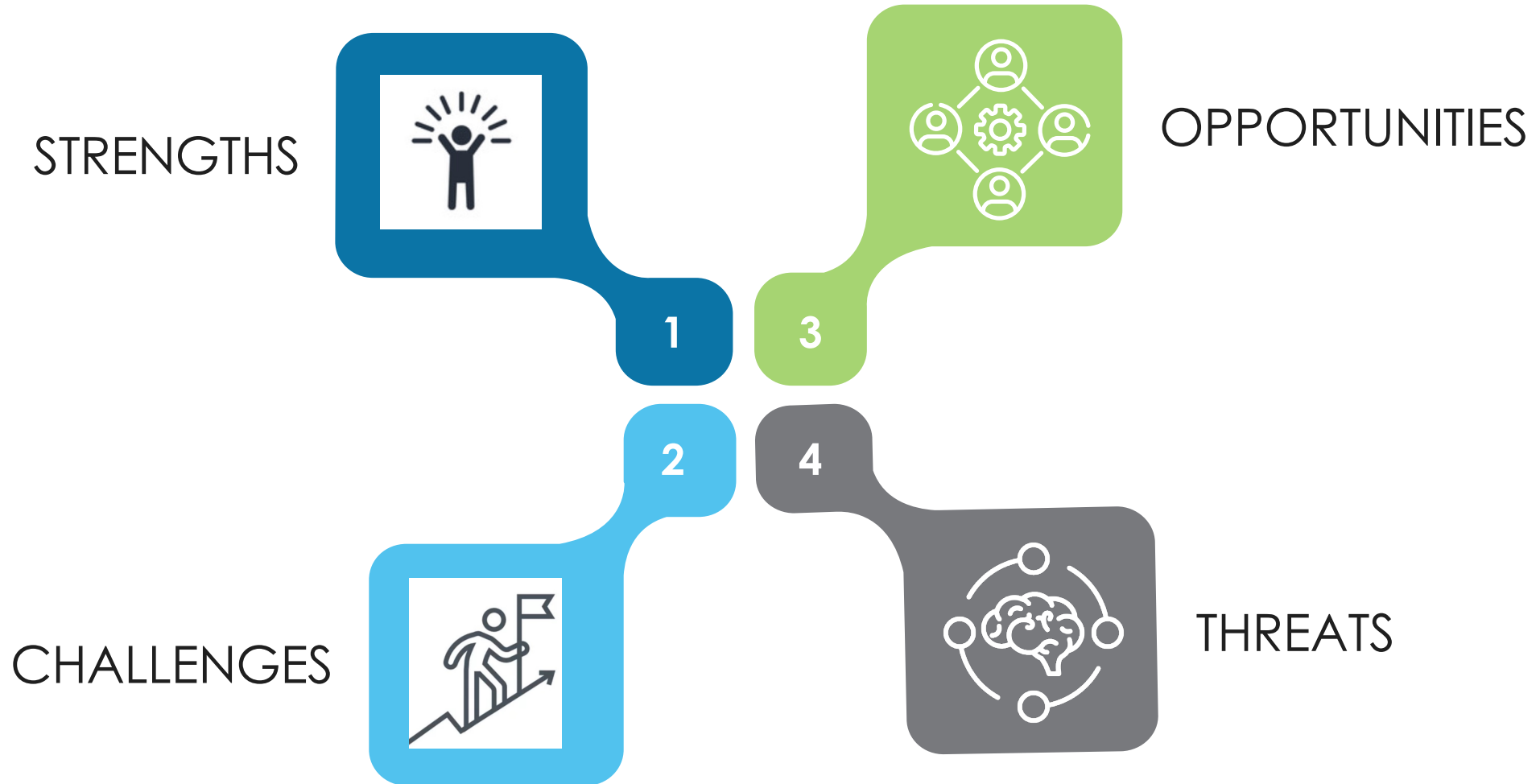
- » Brings clarity and alignment to our organization
- » Focuses us on our priorities
- » Helps prepare for our future
- » Allows us to plan for change
- » Encourages innovative ideas and resourceful problem-solving
- » Helps us be intentional about our culture
- » Promotes effective stewardship
- » Brings us together around a common purpose



THE 6 KEY ELEMENTS OF A STRATEGIC PLAN



OUR “SCOT” ANALYSIS





VISION: Where we are headed



TARGETS/METRICS: Measurable outcomes to assess our progress



STRATEGIES

What we need to be successful (key priorities)



ACTION PLANS

How we will implement our strategies (major projects)



CORE VALUES

The culture we want to create. The behaviors we will encourage



MISSION: Why we exist – our purpose.

MISSION

- » What is our purpose?
- » Why do we exist?
- » What does our mission mean to you?



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Be recognized in our community as an industry leader in environmentally sustainable waste management that fosters and inspires a zero-waste culture.

VISION

- » Where are we headed? What will we look like?
- » How much will we grow?
- » Who will we serve?
- » What services will we provide?
- » Who are our stakeholders?
- » How will they be impacted?



Our TRAITS (Core Values)



1. Teamwork
2. Respect
3. Accountability
4. Integrity
5. Transparency
6. Stewardship

Teamwork: We collaborate with and help others do their best so we can achieve our common purpose.

Respect: We seek and value each other's unique contribution and appreciate how it enriches our workplace.

Accountability: We take ownership of our role in the organization and keep our commitments, communicating if something changes

Integrity: We are intentional about what we say and how we act, doing the right thing even when no one is looking.

Transparency: We actively share information (even if it is uncomfortable) for the purpose of learning, understanding and fostering trust and collaboration.

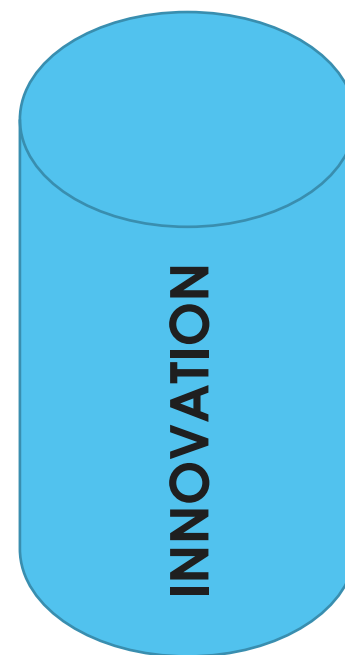
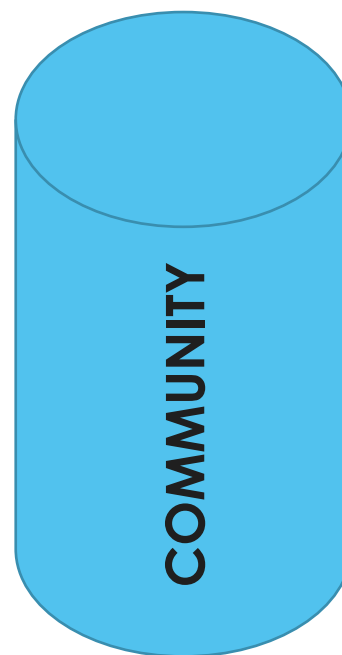
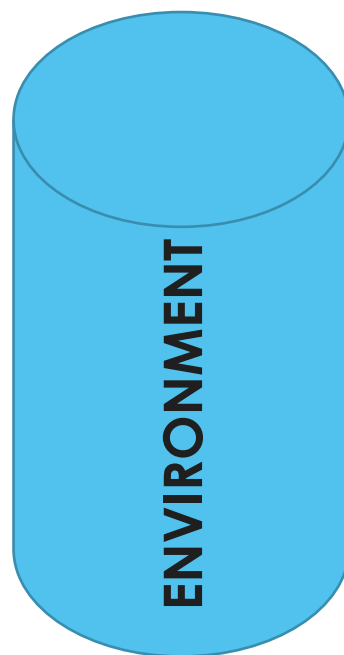
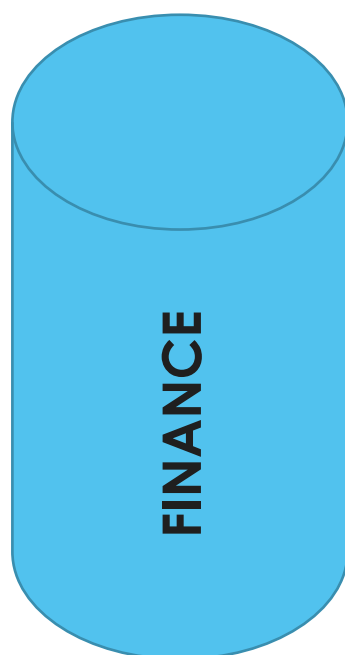
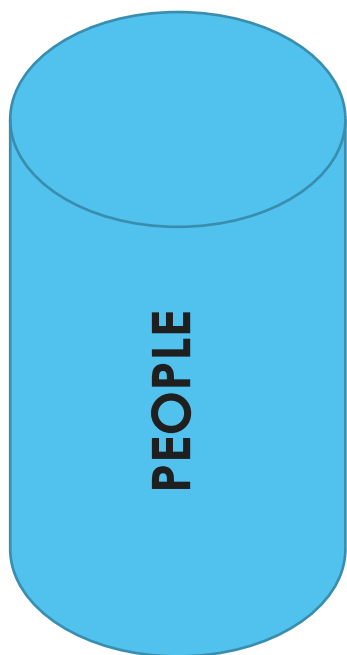
Stewardship: We ensure our ongoing sustainability by making decisions that balance the interests of people, finances and the environment

STRATEGIC GOALS

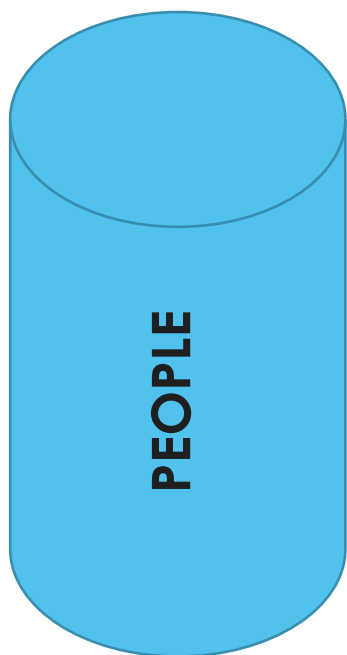


- » How will we achieve our vision?
- » What will make us successful over time?
- » What are our priorities?
- » What do we need to do extremely well?
- » How will we attract, retain & develop talent
- » What assumptions might be holding us back?
- » What might hinder our success?

PILLARS OF SUSTAINABILITY

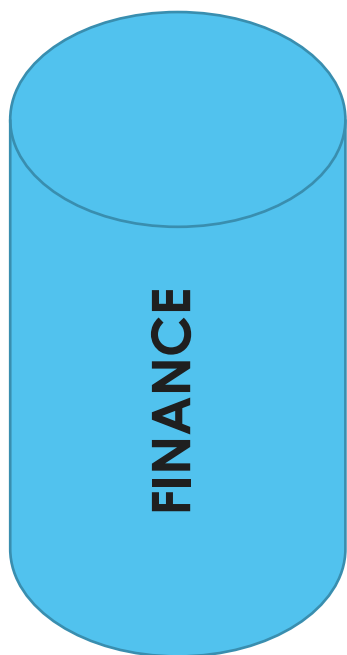


PEOPLE: Foster an engaged, talented, and diverse workforce



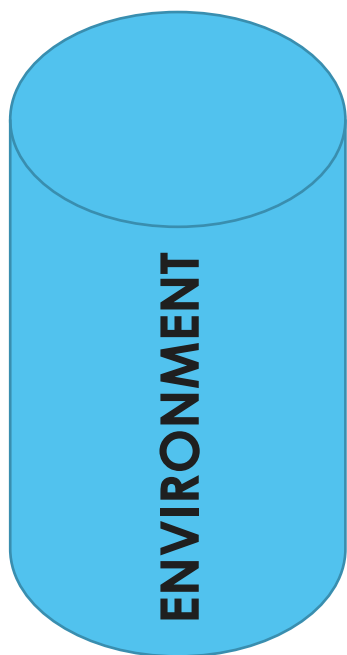
1. Promote a safety culture that encourages an accident-free workplace
2. Develop an internal communication program that encourages clarity, alignment and collaboration
3. Develop and adopt a diversity, equity, and inclusion (DE&I) plan
4. Develop a succession planning/talent management process

FINANCE: Maintain a strong financial position to meet the present and future needs of our member agencies



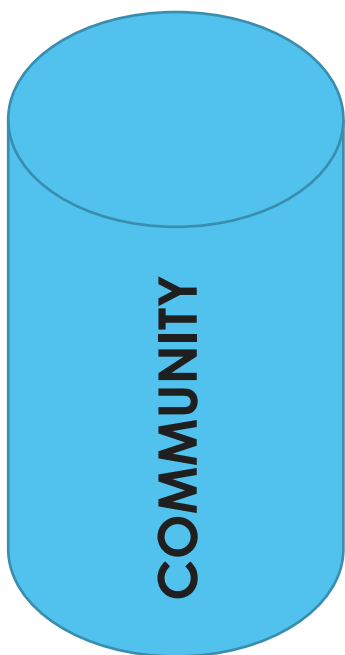
1. Develop a fee philosophy and structure that ensures financial sustainability
2. Implement a capital reserve policy
3. Ensure greater accountability to department budgets

ENVIRONMENT: Deliver programs to further our community's ability to reduce waste and its impact



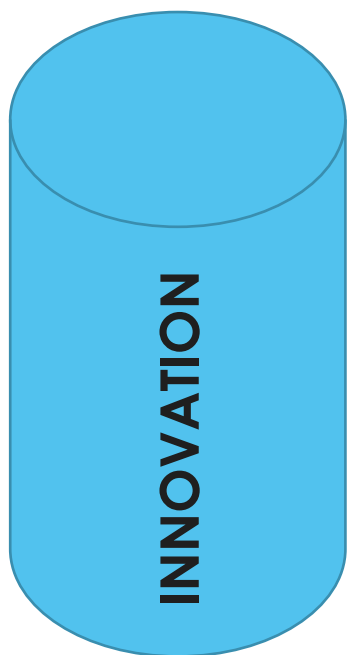
1. Educate the public on diversion and zero waste
2. Implement composting of co-mingled food and yard waste
3. Create greater transparency regarding our environmental compliance

COMMUNITY: Support environmental stewardship and promote a zero-waste culture



1. Develop a zero-waste culture at MRWMD
2. Enhance public outreach to improve diversion rates and reduce contamination
3. Support community and state-led environmental initiatives and advocacy activities

INNOVATION: Continuously improve our programs and processes and explore opportunities that advance a zero-waste future



1. Develop and implement a continuous improvement pilot project at the District

ACTION PLANS



- » How will we execute on our strategies?
- » What is the work to be done? By whom? By when?
- » What are the projects we must prioritize?
- » What are the outcomes we want to achieve?

People: Foster an engaged, talented and diverse workforce

Develop an employee communication program that encourages clarity, alignment and collaboration.

Action plans:

1. Develop a comprehensive employee education program
2. Educate our employees on the strategic plan to help them understand their role in achieving our vision.
3. Implement a culture survey process with subsequent action plans

METRICS/TARGETS



- » What results will we use to measure our success?
- » Which are the metrics that most inform our decisions?
- » What are the monthly or quarterly metrics that we do (or will) track over time?



VISION



Be recognized in our community as an industry leader in environmentally sustainable waste management that fosters and inspires a zero-waste culture.

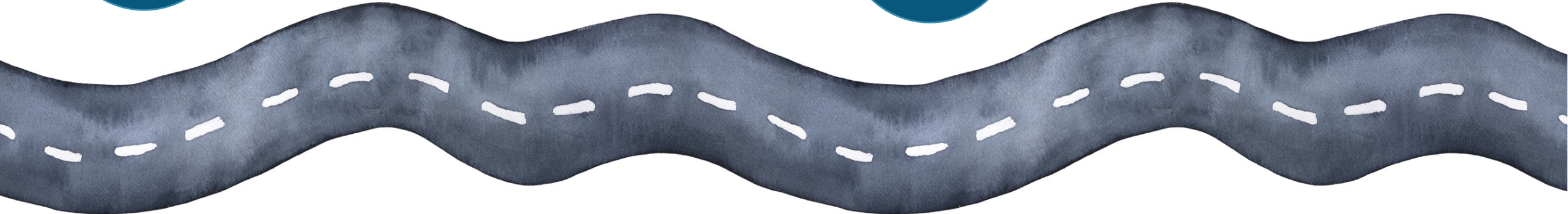
What does this vision mean for the District?
What are benefits and the costs

OUR PATH FORWARD



Finalize
plan
with
Board

Engage
our
people



Action
planning

Focus
and
assess

BOARD ENGAGEMENT

- » Work with the strategic planning subcommittee
- » In early 2022, board strategic planning retreat – finalize the plan
 - Inform our financial priorities and budgeting decisions
- » Rebranding process