

JSIS Strategic Plan

July 2023- July 2025

Staff Introduction Training

Introduction to Strategic Planning

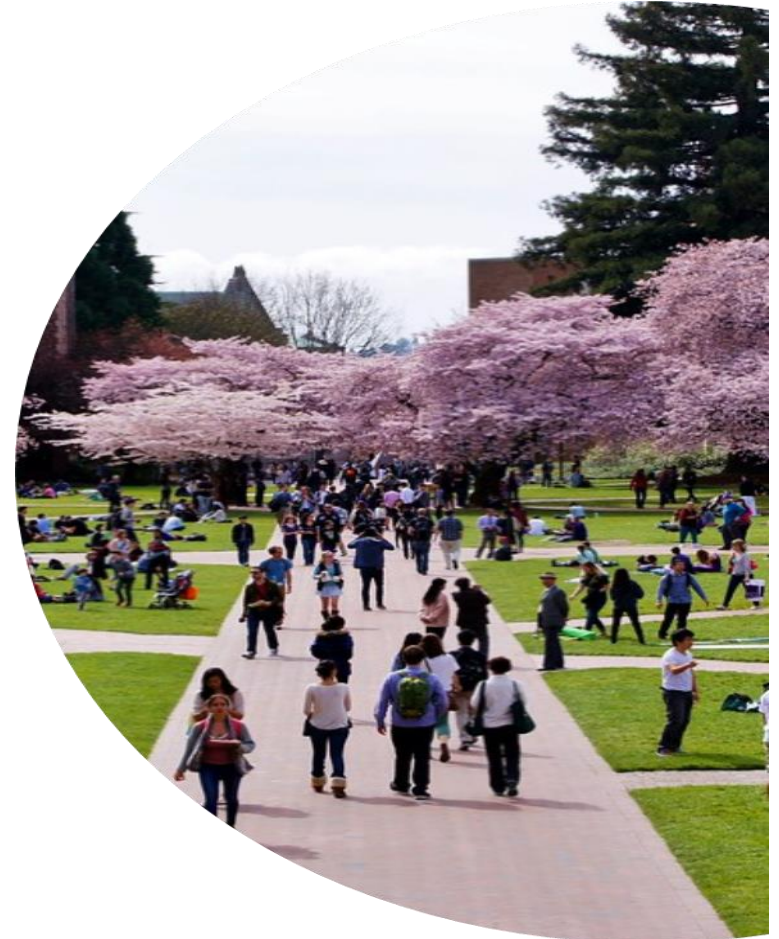
- You don't need one... you just did it!
 - You trusted your guide (and DJ)
 - You fully engaged, even when the outcome was unknown
 - You considered your colleagues while making decisions
 - You relied on your strengths and (dancing) expertise
 - You made mistakes and recovered
 - It may have felt stressful at moments, but you kept going
 - You had some fun!

Norms and expectations (7/20 Staff meeting)

- Our EDIA mission will be our throughline and constant focus
 - [Diversity and Equity Committee - The Henry M. Jackson School of International Studies \(washington.edu\)](https://www.washington.edu/diversity/equity/committee/)
- Listen to learn and explore
- Assume good intentions, ask for clarity when needed
- Creating an environment that supports professional candor and direct communication
- Create opportunities for your colleagues to engage and share
- Come prepared and ready to meetings, provide completed deliverables on time
- We appreciate that change is hard but necessary (especially for JSIS)

Moment of pause

- Everyone at our table has had different experiences in life, at UW and at JSIS
 - There is past trauma
 - There is a long history
 - A lot of change and improvement has happened
 - There is a lot of *great* to leverage as our foundation
 - There are factors we can control and ones we cannot



Architects of our plan

- Executive Sponsor- Andrea Woody
- JSIS Steering Committee
 - Danny Hoffman, Noam Pianko, David Bachman, Sara Curran, Hajin Jun, Annalisa Mueller-Eberstein (JSSA President), Grad Student, Lacey Colleran, Jeremy Pritchard, Silvia De Cassan
- Faculty
 - Curriculum and Research support visioning
- Staff
 - Mission and Operations
- Stakeholders and community members



The Power of Strategy



1

Sets direction and priorities, becomes imbedded in daily work

2

Aligns effort and resources to priorities

3

Serves as a guide for decision-making when competing priorities, opportunities, or risks arise

4

Streamlines and organizes work

5

Serves as a communication tool

THE WHY

- Predictable - Engaged - Supported

Sets departmental norms

Supports development of positive work culture and builds efficiency and effectiveness.

Expectations

A strategic plan serves as a foundation for measuring progress and managing performance.

Involvement

The process drives participation from all stakeholders and takes into consideration environmental impacts.

Engagement

Transparent communication of plans and goals, builds a sense of being *in the know*.

Demystify

Shared understanding of how the plan works and how it connects with each person and their work in a complex environment.

Empowerment

Demonstrates how each person contributes to JSIS success and allows folks to flex their expertise.



Criteria for our strategy

- Fits the organizational core values of JSIS, CAS and UW
- Technically achievable
- Ensures the longevity of JSIS
- Leverages good data for decision making

Resources

- Simple - Sustainable - Integrated

Worksheets for gathering information

#1 Values Worksheet

#2 Environmental Analysis Worksheet

#3 Strengths, Weakness, Opportunities and Threats, SWOT Worksheet

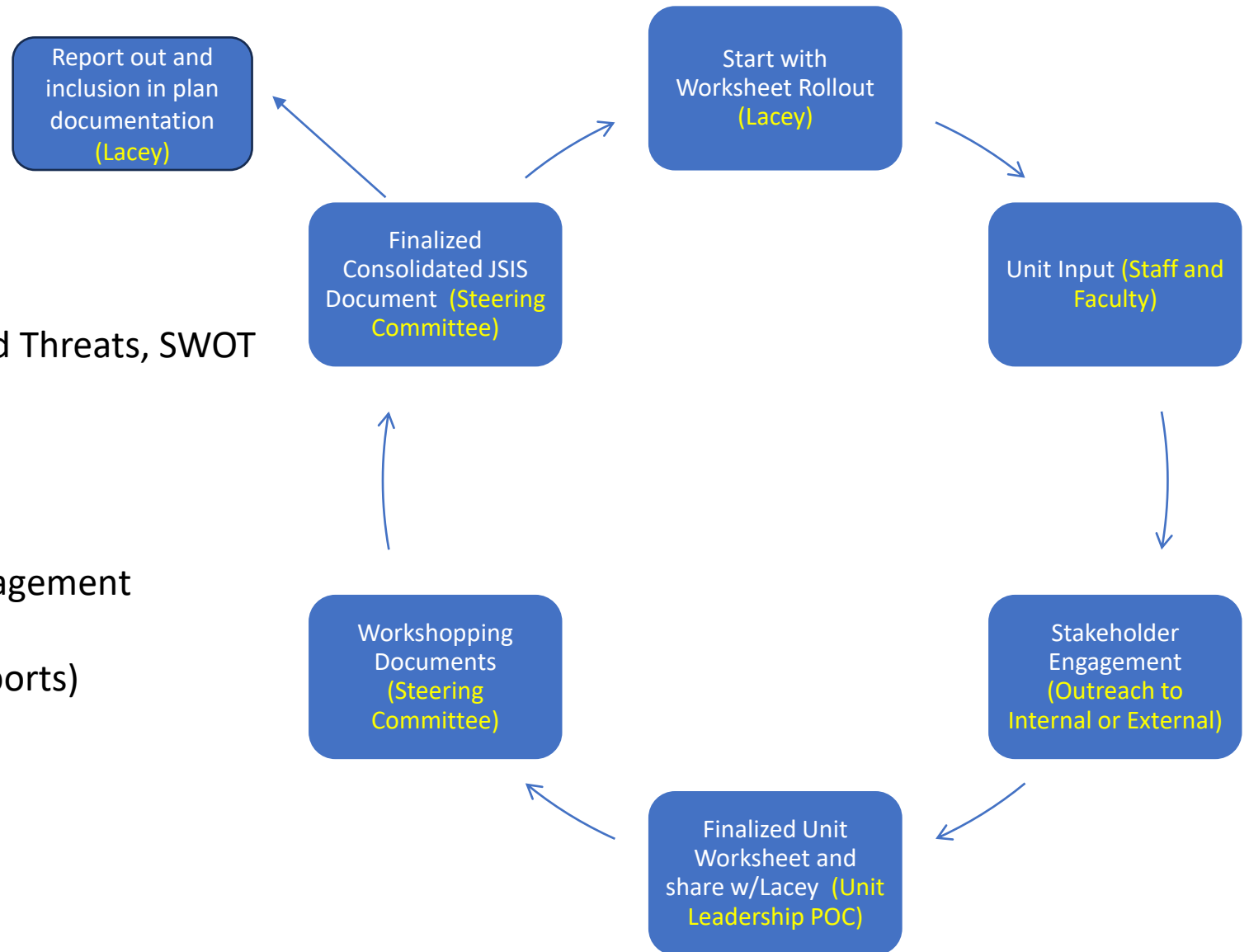
AND **Templates** for working documents

#4 Risk Assessment

#5 Action Plans (inform Performance Management Workplans)

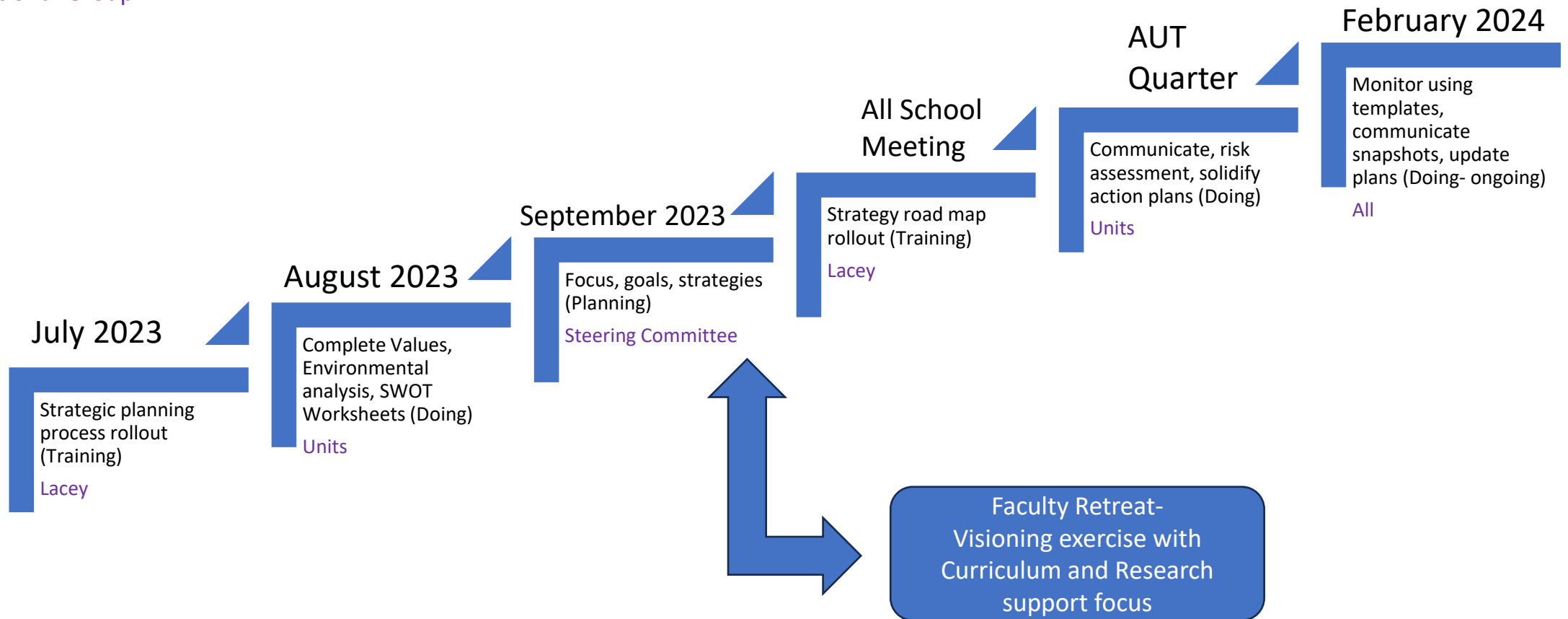
#6 Snapshots (inform Impact/ Year End reports)

* Unit = Center,
Program, or
Operational Group



Timeline

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Program, or
Operational Group



What's Next?

- Noodle on it all for a bit (it's a lot of information)
- Start to think holistically about your unit and JSIS, what questions or areas do you hope are addressed through the strategic planning process? (no need to solution)
- Think about how you and your teams want to participate, lead small groups, champion a worksheet or template, focus group with stakeholders
- Watch for communication on the Values worksheet
- Communication of milestone accomplishments and celebration schedule!
- Need some extra support, reach out to Lacey