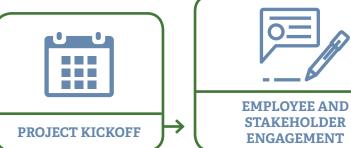
STRATEGIC PLANNING PROJECT FLOW CHART







BOARDS WORKSHOP #1



FOUNDATION WORKSHOP



GOAL TEAM WORKSHOP



STRATEGY WORKSHOP



BOARDS WORKSHOP #2



PLAN FINALIZATION

DURATION: 4 HOUR (1/2 DAY)

GOAL:

- Set expectations
- Develop Project Charter
- Identify Participants
- Discuss scheduling

PROJECT STEERING TEAM (PST):

- William Mawyer
- Executive Management
- Other key employees
- Board Members

GOAL:

• Determine employee and stakeholder preferences and needs for Rivanna, now and in the future

EMPLOYEE SURVEY:

• All employees invited to participate

RIVANNA LEADERSHIP INTERVIEWS:

- William Mawver
- Executive Management
- All Board Members

EMPLOYEE FOCUS GROUPS:

 Approximately 60 employees from across the Authorities

EXTERNAL STAKEHOLDER INTERVIEWS COULD INCLUDE:

- Wholesale Customers
- Regulators
- Developers
- City of Charlottesville
- Albemarle County Service Authority

DURATION: DURING REGULAR MEETING

GOAL:

• Conduct SOAR Exercise with Board Members for both Authorities

PARTICIPANTS:

All Board Members

DURATION: FULL DAY

GOAL:

- Review stakeholder input
- Create:
- » Vision
- » Mission
- » Values » Goals

PARTICIPANTS:

 Project Steering Team

DURATION: 1½ **HOUR SESSIONS**

GOAL:

- Review stakeholder input
- Develop Goal Statements and Strategies

PARTICIPANTS:

• Team of 6-8 employees per Goal

DURATION: FULL DAY

GOAL:

- Goal Teams report on proposed Goal Statements and Strategies
- PST prioritizes and clarifies Strategies

PARTICIPANTS:

- Goal Team Members
- Project Steering Team

DURATION: DURING REGULAR MEETING

GOAL:

 Review Strategic Framework

PARTICIPANTS:

• All Board Members

GOAL:

- Document and finalize strategic plan
- Present deliverables to Boards



