PERSONAL STRATEGIC PLANNING

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County Administrative Officer
Mariposa County (California)

October 22, 2019
Where We’re Headed

• Four personal stories
  ➤ The Key to the Store
  ➤ When I Met My Wife
  ➤ A Candid Conversation
  ➤ Hired in Mariposa

• Success is about who you are
  ➤ We hire potential
  ➤ Resumes are backward
  ➤ Who are you?
  ➤ Your best self

• How to make a personal / family strategic plan
  ➤ Retreat somewhere fun
  ➤ Vision, Mission and Values
  ➤ Examples of goals
  ➤ Performance measurement

• Be your best self
  ➤ Find what works for you
  ➤ The next opportunity is coming
THE KEY TO THE STORE
WHEN I MET MY WIFE
A CANDID CONVERSATION
HIRED IN MARÍPOSA
Always be yourself, but always be your better self.

— Karl G. Maeser

Success is About Who You Are

We don’t hire a person’s past; we hire their potential

➤ It’s not about what you’ve done, it’s about being the kind of person that would do those things

Resumes are backward

➤ It’s not semantics; it’s expectations

Who are you?

➤ What doors have opened because of who you are?
➤ Which doors would you set a bunch of alarms to have the opportunity to open?
➤ Who do you need to become to seize opportunity when it comes?
“When one learns to master the principles of setting a goal, he (or she) will be able to make a great difference in the results he (or she) attains in this life.”

- M. Russell Ballard
“If you want to live a happy life, tie it to a goal.”

- Albert Einstein
Strategic Planning Pillars

Vision

• What do we want to become?
• Are we doing the right things? How well?

Values

• How do we make the best decisions for our future?
• How are we going to treat people?
Strategic Planning Process

- Data
- Retreat
- Survey

Vision

Objectives
- Focus Areas
- Team Review
- Dept. Review

- Board Approval
- Align Budget

Performance

Values

Culture

#ICMA2019
A Personal / Family Vision, Mission and Values

Kimble Family

Our Mission
Have joy and share that joy with others

Our Values
Faith
Family
Learning
Adventure
Service

Our Guiding Principles
Follow the Lord and His prophets
On-hand things
Always do your best
Be where you should be, doing what you are supposed to be doing
Do what you say you will do
Follow step #4
See a need, fill a need
Take no credit of your own
He gives more than enough
Give one another
Setting Goals and Objectives

California Goals 2018-2022
Vision / Mission: Have joy through disciplined gospel living and making others joyful.
Faith – Family – Learning – Adventure – Service

Focus Areas & Objectives

Faith
- Attend all the California temples
  - Grass Valley (announced)
  - Reno
  - Sacramento
  - Oakland
  - Fresno
  - Los Angeles
  - Redlands
  - Newport Beach
  - San Diego
- Daily scripture study and prayer

Family
- Family night every week
- Have at least one child baptized
- Be debt free
- Spend time together

Learning
- Kids progressing, achieving
- Dad’s professional development
  - Doctorate (EdD, USC)
  - SEI
  - Stanford
  - Harvard
- CSAC Fellows Program
- Read 50 books

Adventure
- Visit all National Parks in CA, OR
  - Death Valley
  - Crater Lake
  - Yosemite
  - Kings / Sequoia
  - Pinnacles
  - Amusement Parks
    - Disneyland
  - Legoland
  - Sea World
  - Great America
  - 35 minute Sk

Service
- Volunteer at least monthly
  - First and complete temple work
  - for at least 10 ancestors
  - Pack food for 3rd world country
  - Homelessness project
  - Visit the senior center
  - Ongoing church callings
  - Pick grapes at the vineyard
  - Find new opportunities

“Seek ye first the kingdom of God and His righteousness, and all these things shall be added onto you.”
“When performance is measured, performance improves. When performance is measured and reported, the rate of improvement accelerates.”

- Thomas S. Monson
## Tracking Progress

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THANK YOU

Questions?