



LAFD Community Based Strategic Plan



Strategic Plan Participants-So Far



Mayor's Office - George Kolombatovich
Council Office – Doug Tripp
Fire Commissioner Steven Fazio
City Administrative Office- Roes, Davis
PA Consulting – Andrew Rea
Dept of Neighborhood Empowerment
Chief Officers Association – Invited
United Firefighters LA City – Invited

Facilitators

Melinda Grodsky
Hayu Paramita
Carl Vos
Laura Martinez
Robb Myrtle

Allen Norman
Leticia Gonzalez



Fire Chief Brian Cummings
Emergency Operations – Chief Stormes
Administrative Operations – Chief Palacios
Emergency Services – Chief Rueda
Fire Prevention – Chiefs Frazeur, Vidovich
Training and Support
Administrative Services – June Gibson
Chief of Staff – Chief Villanueva
Employee Relations Officer – Fred Mathis
Planning-Crowley, Saunders, Stewart, Woolf
Community Liaison Officer – Chief Hogan
Medical Director – Dr. Mark Eckstein
Risk Manager – Jenny Park
Metro Fire Communications-Chief Richmond
Professional Standards – Chief Ulrich
LAX Airport – Chief Manning
Arson Counter Terrorism – Chief Nelson
Cal State Firefighter's Assoc – Chief Nida

Strategic Plan



- ▶ **What is a Strategic Plan?**
 - **Ongoing processes where efforts are directed at aligning resources to pursue organizational visions for the future.**

Strategic Plan



▶ **Why develop a strategic plan?**

- **Clarifies organizational direction**
- **Integrates management/employee purpose/direction**
 - **“Weigh in for Buy in”**
- **Structural framework for actions**
- **Identifies core beliefs, goals, strategies measurably**
- **Explains environmental factors affecting the organization**
- **Identifies priorities, resources needed to achieve goals**
- **Creates value, optimal public service model**

Strategic Plan



▶ **What are the benefits?**

- **Focus on priorities**
- **Organizational roadmap**
- **Analyzes internal culture and evaluates its impact**
- **Recognizes the changing external environment**
- **Clear definition of purpose, mission, and vision**
- **Formulate attainable goals**
- **Improves performance and customer value**

Strategic Plan



- ▶ **When should a Strategic Plan be developed?**
 - **Leadership mission and/or goals change**
 - **Change both within and outside the organization**
 - **Desire for new approach**
 - **Obsolete methods**
 - **Budgetary challenges**
 - **A large organization without a strategic plan**

Community Based Strategic Plan

Major Components

Environmental Assessment

- Community Expectations
 - Areas of Concern
 - Positive Comments
 - Strengths
-
- Gather our Communities input



LAFD Strategic Plan

Core Elements



VISION

Organizational Goals

VALUES

Core Beliefs

MISSION

Operational

GOALS

Key Result Areas - What's

STRATEGIES

How (5 +- 2)

TACTICS

Details

Strategic Plan – Environmental Scan Feedback



- ▶ **Thank you for your participation and feedback!**