

DHR STRATEGIC PLAN

DPA		DHR	
Motto	Good Government Starts Here	⇒	People – Innovation - Results
Vision	To be recognized as the top state personnel and administration organization in the U.S.	⇒	Innovative leaders in strategic human resources and risk management.
Mission	Support and improve the business of government.	⇒	Maximize the State’s investment in its workforce and minimize risk through integrated and innovative strategic direction and policies, expertise and consultation.

DHR Competitive Differentiator: Of the three, we want to be known primarily for our leadership and innovation. Organizational effectiveness and customer focus are also reflected in our work.

DHR Strategic Direction: Strategic HR is a long-term approach to people management strategies that drive achievement of the organization’s service goals.

DPA Strategic Goals	DHR Strategic Goals	DHR Strategic Objectives
Advocate for a competitive total compensation package. Maximize workforce quality. Improve business processes. Align all relevant tools in concert with identified business needs. Develop and maintain strategic partnerships.	Create an agile, integrated HR system to attract and retain an effective workforce. Foster self-reliance and accountability among employees, managers, and the HR community. Maximize HR efficiencies and effectiveness. Advance the State’s HR profession.	<ul style="list-style-type: none"> • Define a streamlined policy framework that is responsive, easy to understand and implement. • Deliver a cost-effective and competitive total rewards program. • Attract and retain key talent through successful hiring practices and succession planning. • Mitigate risk in the workplace. • Ensure uniform application of statewide HR policies and procedures through increased education, communication, and consultation. • Invest in workforce training. • Increase developmental opportunities for the workforce. • Implement meaningful statewide metrics supporting HR policy and efficacy of programs. • Pursue improved technology to access comprehensive HR data and realize efficiencies through automation. • Elevate the practice of HR in the State by defining professional standards and competencies. • Recapture recognition as a leader among state governments. • Develop future HR leaders as business partners.