

AGENDA ITEM

144 JULY 2015

DATE: July 11, 2015

TO: Members, Board Planning and Budget Committee
Members, Board of Trustees

FROM: Heather Rosing, Chair

SUBJECT: Strategic Planning - Goals and Objectives

EXECUTIVE SUMMARY

Senate Bill 163 (Evans) requires the Board to complete and implement a five-year strategic plan that is to be updated every two years and requires the Board president to report annually to the Supreme Court, the Governor, and the Senate and Assembly Judiciary Committees on the steps taken to implement that strategic plan and to indicate any measures that the Board will need to take in the upcoming years to address the projected needs contained in the plan.

The Board of Trustees met on January 23-24, 2015 at its Planning Session in Sonoma, California, to discuss the future of the State Bar, the future's implications to the Bar's public protection mission, the organization of the practice of law. Eileen Jacobowitz and Steve Sphar of The Highlands Consulting Group assisted the Trustees in a four hour session of full, collaborative discussion on strategic goals designed to fulfill the State Bar's mission of protecting the public. The Trustees left the session with a list of strategic goals that served as the foundation for our continued planning process and resulted in the completed strategic plan document that is before you with this memorandum and that will serve as the basis for the future work of the organization, and will fulfill the mandate of Business & Professions Code §6140.12, which requires the submission of our five year plan in February 2016.

BACKGROUND

On October 2, 2011, Governor Brown signed SB 163 into law. This bill requires the State Bar to develop a five-year strategic plan and to report annually on the plan's implementation. Business and Profession Code § 6140.12 states that:

The board shall complete and implement a five-year strategic plan to be updated every two years. In conjunction with the submission of the board's proposed final budget as required by Section 6140.1, the

president shall report to the Supreme Court, the Governor, and the Senate and Assembly Committees on Judiciary on the measures the board has taken to implement the strategic plan and shall indicate the measures the board will need to take in the remaining years of the strategic plan to address the projected needs contained in the plan.

The most recent State Bar strategic planning process was formally embarked on at the Board of Trustees' Annual Planning Session held on Friday and Saturday, January 23 -24, 2015. The Trustees engaged in a four hour session of full, collaborative discussion on strategic goals designed to fulfill the State Bar's mission of protecting the public. The Trustees left the session with a list of strategic goals that served as the foundation for our continued planning process and resulted in the completed strategic plan.

Following the January planning meeting the draft goals were distributed to staff working groups, Board Committee Chairs and Vice-Chairs, and State Bar Advisory Committee Chairs and Staff Coordinators for review and input on the "finished" objectives that were presented to the Planning & Budget Committee for review and comment at its March, May and July meetings.

The 2015 Strategic Planning Goals & Objectives are an ambitious landscape of purposes that will need a vehicle for prioritization that marries staff resources with an analysis of those resources by the incoming Chief Executive Officer. In which case, it is envisioned that apart from the ongoing identification of measures and scheduling of staff reporting to Trustees, State Bar management would create an internal governance process that monitors the work plans and projects that are supporting each goal and its objectives.

Appendix 1 "measures" should be considered as a preliminary effort to identify measures associated with the goals and objectives. However, if they are to drive internal operations, specific work and action plans need to be crafted with associated metrics to implement the goals and objectives. In this case, in keeping with the policy-oriented focus of the Board, the in-process Strategic Plan will consist of high level goals and objectives. The Chief Executive Officer, once he or she is in place, will work with senior management and staff to implement the plan.

ISSUE

Shall the P&B Committee recommend that the Board of Trustees adopt the strategic plan document attached to this memorandum as Attachment 1 – State Bar of California 2015 Strategic Planning Goals & Objectives, & Draft Measures, in compliance with Business and Professions Code § 6140.12?

FISCAL / PERSONNEL IMPACT:

There is no fiscal and personnel impact.

RULE AMENDMENTS:

None.

BOARD BOOK IMPACT:

Tab 23, Article 1

Tab 18, Article 3, 1.d.

BOARD COMMITTEE RECOMMENDATIONS

The Planning and Budget Committee recommends that the Board of Trustees approve the following resolution:

RESOLVED, that the Board of Trustees hereby adopts the proposed 2015 Strategic Planning Goals & Objectives, and Draft Measures in the form attached.

ATTACHMENT(S) LIST

A. 2015 Strategic Planning Goals & Objectives, and Draft Measures