

# Department of Military Affairs 2022 Strategic Plan

## **Vision:**

*A ready and resilient Montana*

**Objective #1:** An Empowered and Developed Workforce

**Goal Statement:** A trained and empowered workforce ready for tomorrow's challenges.

**Strategies:**

1. Develop transparent career management plans.
2. Provide pertinent and timely training to the next level.
3. Develop career ladders.
4. Provide competitive pay and benefits.
5. Empower leaders at the lowest level of execution.
6. Develop individual employee training plans.

**Objective #2:** Service to the Next Level

**Goal Statement:** DMA provides the ability to grow in service through teamwork and duty.

**Strategies:**

1. Promote team-building.
2. Develop and implement systems to provide feedback on duty accomplishments.
3. Describe service opportunities in all job descriptions.
4. Promote and develop service opportunities for all generations.
5. Foster external relationships to expand service opportunities.

**Objective #3:** Mission-Focused:

Establish clarity and purpose for agency programs in alignment with the DMA Mission.

**Goal Statement:** Optimize resources to support programs that enhance resiliency, readiness and engaged citizenship by 2024.

**Strategies:**

1. Each DMA Division develops operational plans that are reviewed and updated at least quarterly.

## **Mission:**

*DMA strengthens Montana through our collective readiness to defend against threats, increasing resiliency, and engaged citizenship.*