# Strategic Plan

**Mission**

Ensuring the efficient and responsible management of State government, and advising the Governor on overall fiscal policy.

**Vision**

BFM will set the standard for leadership and expertise in State government to ensure South Dakota is the best financially managed state in the Country.

## Values

- **Service** done with integrity, honesty, and respect
- **Excellence** in work product and delivery
- **Communication** as a team, both internally and externally
- **Stewardship** in caring for the state’s resources

## Goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strengthen Agency Workforce and Culture</strong></td>
<td>1.1 Complete employee evaluation on time for managers and employees</td>
<td>2.1 Develop surveys to Agencies with an associated timeline</td>
<td>3.1 Implement internal controls at all state agencies by 2024</td>
<td>4.1 Assess and document at least five major internal processes every year</td>
</tr>
<tr>
<td><strong>Educate and Strengthen Relationships with External Customers</strong></td>
<td>1.2 Create cross-divisional networking for all staff</td>
<td>2.2 Establish at least an annual listening session with Agencies</td>
<td>3.2 Maintain AAA bond rating</td>
<td>4.2 Work with Agencies to improve their processes</td>
</tr>
<tr>
<td><strong>Fulfill Statutory and Regulatory Requirements Consistent with Financial Best Practices</strong></td>
<td>1.3 Cross train for skill development within divisions and within department</td>
<td>2.3 Schedule quarterly interactive all-staff meetings</td>
<td>3.3 Preserve institutional knowledge through process documentation</td>
<td></td>
</tr>
<tr>
<td><strong>Improve Internal and External Processes</strong></td>
<td>1.4 Execute annual employee engagement survey</td>
<td>2.4 Offer BFM training sessions for Agencies</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Initiatives

1. **Service done with integrity, honesty, and respect**
2. **Excellence in work product and delivery**
3. **Communication as a team, both internally and externally**
4. **Stewardship in caring for the state’s resources**

## Measures

- Employee engagement results
- Number of cross-divisional projects per year
- Survey results
- Completion of meetings
- Participation in training sessions
- Creation of process manuals for five key process
- Number of internal process reviews every five years
- Creation of BFM technology roadmap
- Participation in working groups