



*Note, this action plan example was created to support implementation of a strategic plan completed prior to NPS Next; therefore, the language used for the strategic plans elements is different. Also, only one excerpt for one of the six goals is provided below; however, this level of planning was completed for most of the goals (similar to emphasis areas), objectives (similar to outcomes) and key actions.*

Action Plan Initiated February 12, 2018

## **ACTION PLAN FOR THE DENVER SERVICE CENTER PLANNING STRATEGIC PLAN**

### **INTRODUCTION**

In 2017, the six goal working groups identified a series of actions to implement the objectives, along with specific steps to take to achieve the actions. Champions were identified for each action to spearhead the team's work. The division management team also provided feedback on the goal working groups' initial proposed actions and steps.

This action plan compiles all the objectives, actions, and steps that have been identified for each of the six strategic plan goals. The action plan lays out what the division proposes to focus on as it continues to implement the strategic plan through 2020. The division management team has reviewed and approved this action plan. It is being presented to Denver Service Center (DSC) leadership for its concurrence and then will be revised as appropriate. Once there is concurrence, the goal working groups will focus on implementing the actions and steps.

### **MISSION STATEMENT**

Collaboratively, the Denver Service Center Planning Division advances the stewardship of resources and visitor experiences by providing service-wide planning expertise and products for parks and programs.

### **VISION STATEMENT**

A thriving future for the National Park Service and our partners through state-of-the-art planning.





## **GOAL 3: WORKING ENVIRONMENT**

Empower a diverse workforce to pursue optimal work-life balance that fosters professional and personal growth, well-being, and organizational excellence.

### **Objective 5: Enhance Opportunities for Employee Recognition in All Roles That Emphasize Successes throughout the Year**

**Action 1:** Identify and implement new opportunities for employee recognition

Champion: Aleks Pitt

#### **Steps to Achieve**

*Action 1: Define employee recognition and understand why it is important*

- Define employee recognition and why it is important
- Working group attends virtual training on appreciation; group identifies 5 Languages of Appreciation training by Gary Chapman and Paul White

*Action 2: Enhance opportunities for employee recognition*

- Management team
  - Discusses preferred appreciation during mid-year evaluation
  - Summarizes information obtained from mid-year evaluation
- Working group
  - Meets and brainstorms ideas for employee recognition
  - Conducts multiple-choice survey about importance and new ideas for employee recognition
  - Present options at division meeting
  - Builds and deploys “idea box” to receive feedback on new ideas
  - Review feedback and survey
  - Refine options based on division feedback and survey results
  - Put forward path for employee recognition in the division
- Management team reviews options and provides feedback to working group





- Working group
  - Refine recognition ideas and update the management team
  - Present proposal at division meeting
  - Implement employee recognition program
- Continue to meet regularly to evaluate effectiveness of employee recognition

