



RRHA STRATEGIC PLAN AND FEASIBILITY STUDY PROJECT NEWSLETTER

Richmond Redevelopment and Housing Authority

June 2005

Setting The Plan In Motion!

It felt like a championship game with 10 seconds left on the clock, and the coach called a time-out to give us the most powerful pep talk of our lives. The speech ended with the words, "Now go out there and WIN!"

This was the spirit of the first Steering Committee meeting on May 13. Executive Director Sheila Hill-Christian told us that we did not come this far for nothing. She motivated the committee to work as a TEAM and be efficient, effective and productive.

Realizing that the Authority cannot do everything at once, the first activity of the Steering Committee was to prioritize the 26 initiatives developed by the Direction Setting Team. Some of the initiatives identified as "high priority" are:

- Develop human capital plan that aligns with the Strategic Plan (job descriptions, compensation, organizational structure, performance management, staff locations)
- Identify a standardized methodology for process documentation and process improvement (flowchart/narrative/collect data/ id change; we do this via test, measure, implement)
- Develop an IT strategy to support core business functions (assessment of user groups, security, access, IT maintenance, disaster recovery, centralized data repository, document management)

- Build and implement an infrastructure for quality assurance (on-going monitoring of programs/policies/procedures/budgets)
- Develop a more comprehensive new employee orientation
- Establish strategic partnerships to transition residents into economic independence
- Develop and implement a comprehensive asset management strategy for all of the Authority's property holdings to facilitate residential and commercial development/rehabilitation



revenue (to re-invest in current/new communities)

- Establish and implement agency-wide property maintenance standards for newly acquired and current properties

On May 24, 2005, the Goal Champions, leaders of the Monitoring/ Evaluation and Communications Teams began the process of developing a detailed work plan for implementing these initiatives. A second workshop will take place on June 3, to review the work plans for alignment with one another and to develop a time frame for implementation. This information will be presented to the Executive Director and others in mid-June.

Want to know more?

In March, nearly 100 staff members came out to discuss the progress of the strategic plan. Since that time, members of the Direction Setting Team have held meetings within their departments to further update staff. Now it's time to come together again to see where we're headed!

Our next agency-wide staff meeting will be held Friday, June 17, 2005 in the Calhoun Family Investment Center Gym. This is your opportunity to find out how the plan will affect you.

Staff is also encouraged to attend a **public presentation of the plan on June 22, at the Maggie L. Walker Governor's School** auditorium at 1000 North Lombardy Street.

Residents, elected officials, civic associations, business leaders and citizens are expected to attend.

There will be two presentations, 10:00 to 11:30 a.m. and 6:00 to 7:30 p.m. We encourage staff to attend as this event will mark the beginning of a new era for our organization and its relationship with stakeholders.



Questions? Contact Project Manager Cassandra Scarborough at cpscarbo@rrha.state.va.us or 780-4022.