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WASHINGTON STATE LEADERSHIP BOARD

RECOGNIZING LEADERS. CULTIVATING LEADERSHIP.

2023-2025

Biennium Strategic Plan

**Washington State Leadership Board
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Executive Summary

Founded in 1971 by former Lieutenant Governor Brad Owens as the Association of Washington Generals, the Washington State Leadership Board (The Agency) is a trustee agency of Washington state that specializes in delivering equitable leadership development programs to marginalized and underrepresented students, as well as bestowing honors awards on behalf of the state.

The aim of this effort is to support historically marginalized students in Washington state and create equitable and accessible programs for these individuals to succeed by bridging the gap between student accessibility and student achievement by utilizing public and private funds to create unique programs for underrepresented students.

The Agency is currently comprised of eight voting Officers and ten non-voting Directors. The Governor, Lieutenant Governor, Secretary of State, and four legislators also serve as ex-officio non-voting Members.

The Agency is under the direction of the Executive Director, appointed by the Lieutenant Governor, to employ appropriate personnel as well as to continue to build a sustainable and effective Agency.

Forementioned efforts are funded by the Washington State Department of Licensing sports teams' specialty license plates to include the Seattle Seahawks, Mariners, Storm, Kraken, and Sounders and the Washington state operating budget.

Agency Mission Statement

To cultivate and empower young leaders through educational programs, public service, international engagement and recognize exceptional leadership throughout the state of Washington by;

- a. Providing Washington state a means of extending formal recognition for an individual's outstanding services to the state;
- b. Bringing together those individuals to serve the state as ambassadors of trade, tourism, and international goodwill;
- c. Expanding educational, sports, leadership, and/or employment opportunities for youth, veterans, and people with disabilities in Washington state;
- d. And by administering the Washington World Fellows, Sports mentoring, Boundless Washington, and Compassion Scholars leadership programs.

Goals

- a. World Class Education
 - a. Provide expert leadership curriculum to cultivate and empower young leaders by preparing them for a healthy and productive life and lifelong learners as Washington state's future leaders.
- b. Prosperous Economy
 - a. Expanding educational, sports, leadership, and/or employment opportunities for youth, veterans, and people with disabilities in Washington state to foster an innovative economy.
 - b. Conducting outreach and fostering partnerships through cross agency collaboration and Washington state-based organizations.
- c. Healthy and Safe Communities

- a. Continue to leverage relationships with community organizations, particularly in rural communities, to further relationships with marginalized districts.
- d. Effective, Efficient, and Accountable Government
 - a. Workforce
 - i. Recruit and retain diverse staff able to provide culturally relevant perspectives, experiences, and service delivery.
 - b. Embed the values of diversity, equity, and inclusion in all aspects of the agency.

Strategic Objectives

- a. Provide outstanding leadership development curriculums to young people throughout Washington state to develop world-class leaders.
- b. Maintain compliance with all required statutes and rules affecting the Agency in a fair and equitable manner as part of a continual effort to be a model of regulatory best practices.
- c. Ensure that the Agency is striving to be an organization that focuses on the well-being and safety of the employees through training and process improvements.

Strengths, Weaknesses, Opportunities, Threats

Strengths

- a. Board Members and Staff are committed to the agency mission and the profession. They are motivated, experienced, and come from diverse backgrounds.
- b. The Agency will continue to recruit Board members, as needed, from communities served by the Agency.
- c. Board Executive Staff are committed to managing risks and the development of employees to further enhance productivity and provide a safe, respectful, and diverse work environment.
- d. Our agency is efficient in terms of its productivity and use of available resources. The Agency operates well within its appropriated budget to ensure a delivery of quality leadership development programming.

Weaknesses

The Agency is currently operating at a staff deficit. The workload expected of staff is great and it is undeniable that staff will eventually leave, not because the work is unfulfilling, but because they can find positions with a fairer compensation package based on the workload expected. Growth and development are always encouraged and there remains opportunity within the agency for staff to learn new skills, however, additional staffing has become a question when a new project, assignment, or request is considered. Additionally, the Agency does not have a physical office space as it operated fully remotely. This additionally poses a threat to the storage of confidential documents and student document verification as it pertains to programming and the Agency's mission.

Opportunities

- a. Cross-collaboration within programming and curriculum throughout all student programs.
- b. Cross-collaboration within partner organizations, such as the major sports team.

- c. Expand outreach to additional marginalized communities through further program development and expansion.

Threats

- a. Budgetary amendments to programming and organizational resources.
- b. Possible service interruptions due to the current pandemic or other significant unanticipated events.
- c. Breach of confidential documents due to insecure storage facilities (staff home residences).

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