

Case Study (Operations and Performance)

Strategic Review and Roadmap

THE PARNIN GROUP CONDUCTED A STRATEGIC AND ORGANIZATIONAL ASSESSMENT OF A FEDERAL RESOURCE MANAGEMENT AGENCY, INCLUDING DEVELOPING RECOMMENDATIONS FOR ITS FUTURE STATE.



CHALLENGE

The Parnin Group conducted a strategic review and organizational assessment of a natural resources management agency as it contemplated its strategic direction and how best it could position itself given external threats and evolving stakeholder and workforce needs and priorities.

APPROACH



As part of its approach, the Parnin Group benchmarked the agency with similar peer organizations to identify best practices and lessons learned.



To assist in implementation, we developed an incremental, phased approach that could enable the organization to build its capability and capacity over time.

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RESULTS

Benchmarking the organization with its peer group allowed us to identify key insights:

Based on the total area it manages, the agency has much lower resources compared to its peers. This provided the agency with data and evidence to highlight the funding discrepancy.

There are a number of alternative funding models which the agency's peer groups use successfully to raise additional revenues.

There were a number of key organizational insights on workforce diversity and demographics that were identified - which could help the agency to better position itself for the future.

Given the constraints in resources, we developed a practical phased, incremental approach that would allow the agency to build its organizational and operational capacity and capability over time.

NEXT STEPS

The agency is developing a phased implementation plan based on our recommendations.