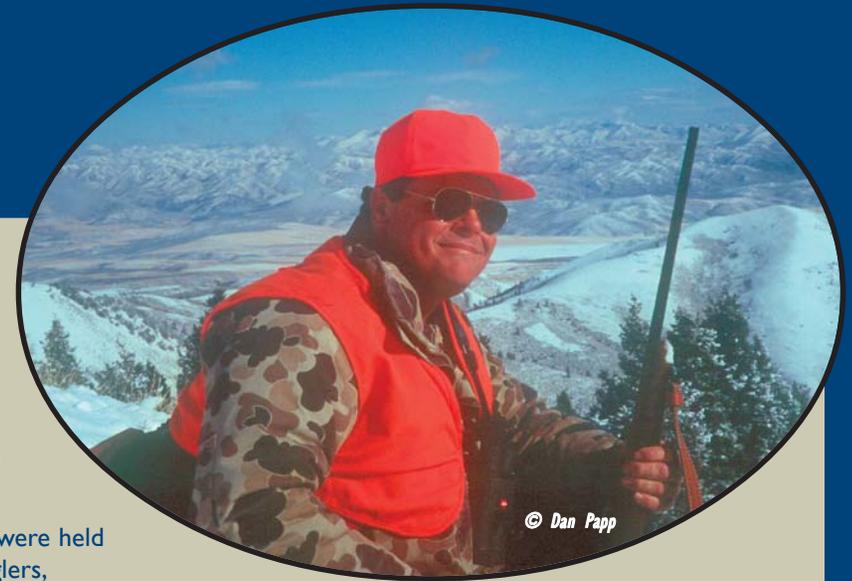




Ground Truthing



Why We Developed *The Compass*

Developing *The Compass* was about more than simply writing a strategic plan. Strategic planning is a process that is as important as the written document. The Department embarked on the strategic planning process to accomplish the following:

- Align Department programs and actions with the values, needs, and expectations of Idaho hunters, anglers, and citizens as a whole.
- Involve the public in deciding what the Department will attempt to accomplish in the next 15 years.
- Enable the Department to respond to the anticipated changes in the physical, biological, and social environments.
- Initiate business practices that link strategic and action plans to the budget, evaluate progress toward goals, and employ adaptive management.

How We Developed *The Compass*

Idahoans throughout the state were involved in developing *The Compass*. The planning process included the following:

- Thirty-five different focus groups were held around the state with hunters, anglers, landowners, people with nonconsumptive interests in fish and wildlife, and people with commercial interests in fish and wildlife. Nearly 400 Idahoans participated.
- Personal interviews were conducted with 12 state legislators, all seven members of the Idaho Fish and Game Commission, and 14 upper-level Department staff. Interviews were summarized and evaluated in a report called, *Issues and Challenges Facing the Idaho Department of Fish and Game*, March 2002.
- Results of focus groups and interviews were used to identify 13 strategic issues. The issues were analyzed for biological, economic, social, and legal aspects and used by the public to develop goals at strategic planning workshops.
- Seven public strategic planning workshops were held around the state in March and April 2003 to actively engage stakeholders in helping the Department develop goals to address the strategic issues. Nearly 150 Idahoans participated. The workshops produced over 1,000 goal statements that were used to develop the Goals, Objectives, and Strategies section of *The Compass*.
- The 2002 Idaho Citizen Survey was mailed to 7,700 randomly selected households. Over 3,000 individuals responded. A similar questionnaire was completed by Department employees and Fish and Game Commissioners so comparisons could be made.
- Three planning workshops were held to involve the Idaho Fish and Game Commissioners in the planning process and develop a vision statement.
- Small group exercises were conducted with all Department employees to identify key issues facing the Department in the next 15 years.
- Nine strategic planning workshops for employees were held around the state to actively engage employees in helping the Department develop goals to address two strategic issues that directly impact employees.
- The results of the employee, Commission, and public surveys, interviews, and focus groups were synthesized in a final report, *Idahoans' Views of Fisheries and Wildlife Management*, September 2003.

Idaho's Human Population Growth

