Strategic Plan

BUREAU OF
FINANCE &
MANAGEMENT
South Dakota

Mission	*Ensuring the efficient and responsible management of State government, and advising the Governor on overall fiscal policy.*
Vision	*BFM will set the standard for leadership and expertise in State government to ensure South Dakota is the best financially managed state in the Country.*

Values

- **Service** done with integrity, honesty, and respect
- **Excellence** in work product and delivery
- **Communication** as a team, both internally and externally
- **Stewardship** in caring for the state's resources

Goals

Goal 1	Goal 2	Goal 3	Goal 4
Strengthen Agency Workforce and Culture	**Educate and Strengthen Relationships with External Customers**	**Fulfill Statutory and Regulatory Requirements Consistent with Financial Best Practices**	**Improve Internal and External Processes**

Initiatives

1.1 Complete employee evaluation on time for managers and employees	**2.1** Develop surveys to Agencies with an associated timeline	**3.1** Implement internal controls at all state agencies by 2024	**4.1** Assess and document at least five major internal processes every year
1.2 Create cross-divisional networking for all staff	**2.2** Establish at least an annual listening session with Agencies	**3.2** Maintain AAA bond rating	4.2 Work with Agencies to improve their processes
1.3 Cross train for skill development within divisions and within department	**2.3** Schedule quarterly interactive all-staff meetings	**3.3** Preserve institutional knowledge through process documentation	
1.4 Execute annual employee engagement survey	**2.4** Offer BFM training sessions for Agencies		

Measures

- **Employee engagement results**
- **Number of cross-divisional projects per year**

- **Survey results**
- **Completion of meetings**
- **Participation in training sessions**

- **Creation of process manuals for five key process**

- **Number of internal process reviews every five years**
- **Creation of BFM technology roadmap**
- **Participation in working groups**