**Assignment 1 – ME INC**

**Strategic Plan**

Name: Gurwinder Singh

Student ID: 200557497

1. **Definition:**

A strategic plan is essentially a detailed roadmap that outlines long-term goals and the steps necessary to achieve them (Bryson, 2018).

1. **Steps in the Strategic Planning Process:**

The strategic planning process typically involves analyzing an organization's mandate, mission, and vision, assessing its internal and external environment, identifying strategic issues, and formulating strategies to address them (Bryson, 2018).

1. **Mission, Vision, and Values:**

* Mission: This represents the fundamental purpose or main goal of an organization.
* Vision: It's like the aspirational dream or long-term objective that the organization aims to achieve in the future.
* Values: These are the core principles or beliefs that guide the organization's actions and decisions (Bryson, 2018).

1. **Personal Plan:**

* **Mission Statement:**
  + Use my skills to improve workplaces and support employee growth.
* **Vision Statement:**
  + Become a leader in HR technology, making processes easier and more effective.
* **Value Statements:**
* Integrity: Always honest and ethical in my work.
* Innovation: Embrace new ideas and technologies.
* Collaboration: Work well with others to achieve common goals.
* Continuous Learning: Always seek to improve and grow.
* Empowerment: Help others reach their full potential.

1. **Objectives for the Next 3 Years:**

* Get a leadership role in HR that lets me use technology.
* Learn more about HR tech and data analytics.
* Build a strong network in HR and IT.

1. **Goals to Achieve Objectives:**

* Finish my HR certificate with top marks.
* Take courses or workshops on HR tech and data analysis.
* Attend HR and IT events and connect with people.

1. **Action Plans to Achieve Goals:**

* Study hard and do well in my HR program.
* Look for online courses or local workshops on HR tech.
* Join LinkedIn groups, attend conferences, and meet new people.

1. **Performance Metrics:**

* Certifications earned.
* Level of responsibility in job roles.
* Feedback from colleagues and supervisors.
* Number of new connections made in HR and IT fields

It seems I'm not currently on track. Firstly, I'm not engaged in any part-time job related to HR or IT. Additionally, besides my coursework, I'm not pursuing any additional courses or certifications.

**Reference:**

George, B. (2021). Successful Strategic Plan Implementation in Public Organizations: Connecting People, Process, and Plan (3Ps). *Public Administration Review*, *81*(4), 793–798. https://doi.org/10.1111/puar.13187