



Federal Retirement Thrift Investment Board

Planning and Prioritization

*Strategic Planning & Policy Division
Office of Enterprise Planning
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The Challenge

“Strategy is only as good as the execution behind it.”

The Economist, *Why Good Strategies Fail Lessons for the C-suite*, 25 Jul 13

The Solution

- The **Enterprise Planning Process (EPP)** links strategic and tactical processes
 - Allows for integrated planning for FY2017 through FY2021
 - Ties performance measures, operational plans, portfolios, and budget to strategic goals and enterprise objectives
- **Leverages data** from various management lifecycles (e.g., performance management, enterprise risk management, etc.) to facilitate decision-making
- Ensures that **strategy is effectively translated into action** across the organization



Enterprise Planning Process





Planning Inputs

- Data from each of the management lifecycles
- Enterprise Risks
- Performance Measures
- Docket of contract actions
- Docket of prior year portfolios and projects
- Prior year budget memo and execution status
- Prior year operational plans



Prioritization

- Criteria for setting priorities for TSP participants
 1. Risk Mitigation . . . mitigation of higher risk items
 2. Legislative . . . legally required
 3. Public Commitment . . . strategic imperative
 4. Industry Benchmark . . . close any gap in performance
 5. Service Enhancement . . . improvements and efficiencies
- Efforts were organized into portfolios
- Portfolios represent both strategic and operational activities
- Any work dependent on the same resources that are committed to or working on the Agency's highest priorities must be delayed until those resources are available to proceed on a **non-interference basis**



FRTIB FY16 Enterprise Portfolios and Priorities



24 HOUR CYCLE (Plan Administration)



**BUSINESS RHYTHM
(Agency Operations)**

Approved and Prioritized for FY16

Cyber Security

**Improved
Controls
&
Audit
Findings**

**Blended
Retirement**

**Financial
Systems
Modernization**

**Cross-
Cutting**

**Now &
Later**



The Destination

- Improved **Dialogue** with our participants
- **Delivery** of expanded Plan features and services
- Improved **Data** leverage to facilitate FRTIB and participant decision-making.

TSP 3D: Dialogue, Delivery, and Data



FY2017 - FY2021 Strategic Plan Preview

The goals and objectives outlined in the *2017-2021 Strategic Plan* will fuel the evolution to **TSP 3D** and support:

- A modernized and highly secure infrastructure that will provide capacity and flexibility
- A larger participant population as a result of changes to the uniformed services retirement plan
- A new engagement model that will proactively support participants with their retirement decisions



The Journey – Our Strategic Goals

Outcomes

Enable participants to identify and achieve their targeted retirement outcomes

People

Ensure FRTIB has the right skills, competencies and leadership at all levels to support the evolution to TSP 3D

Process

Optimize business processes to allow continuous improvement of TSP and Board operations to achieve TSP 3D – Dialogue, Delivery, and Data

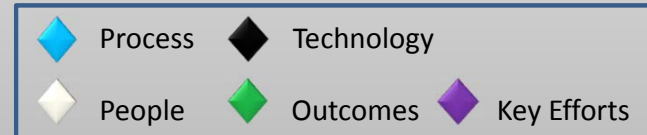
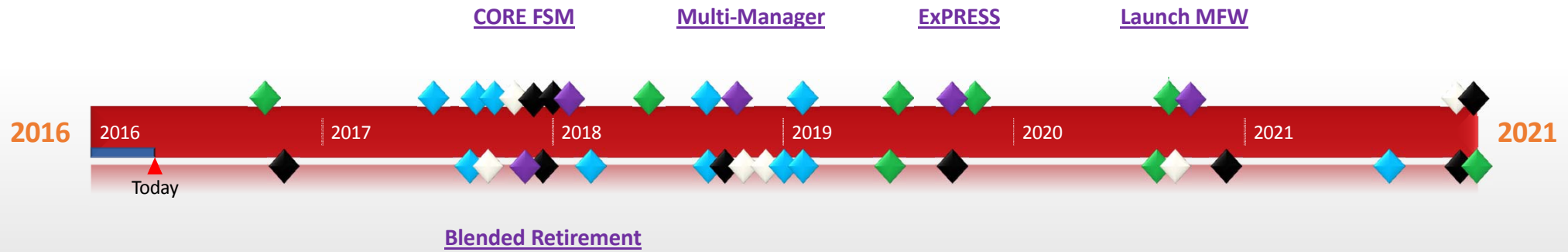
Technology

Implement a physical and technology infrastructure that optimizes and supports plan administration, agency operations



FY17-21 Milestones: Collision Avoidance

Preview





What's Next?

PLAN

Strategic Plan – Identifies the Agency's vision, mission, values as well as goals, objectives, milestones and target performance metrics in 5 year increments

→ ALIGN

Operations Plans – Identifies individual Office initiatives to support strategic goals, enterprise objectives, milestones and performance measures and provides foundation of budget requirements

→ **Portfolio and Acquisition Strategy** – Summarizes Operational Plans and identifies portfolios and key procurements linked to the goals and objectives. Establishes portfolio priorities and includes the Operational Roadmap which aligns the initiatives, projects and acquisitions to the Portfolios (**Collision Avoidance**)

→ **Portfolio Charters** – Authorizes the initial scope and preliminary budgets of the portfolios. Initial list of all the projects, initiatives, and acquisitions within each portfolio

→ **Budget Memo** – Identifies prioritized portfolios and initiatives with specific funding requirements