

Prosono



LIVE LIFE
OUTSIDE

CPW Strategic Plan Update

Colorado Parks and Wildlife Commission Meeting

March 6, 2025

THE **EQUITY**
PROJECT™

EQUITY · REDEFINED · ACTUALIZED.

Agenda

Introduction to Strategic Planning Process

- Introduction to process
- Introduction to Prosono and The Equity Project
- Project Roadmap Review

Commission Workshop

- The Equity Project Presents “The State of EDI” (Equity, Diversity, Inclusion)
- Future State Discussion
- Next Steps

Why a new strategic plan?

- Evolving social, political and environmental conditions
- Resource optimization
- Alignment with current and future challenges
- Robust internal & external engagement
- Future direction



The Prosono and TEP team is excited to share our experience to support your needs.

Prosono Team



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Project Roadmap

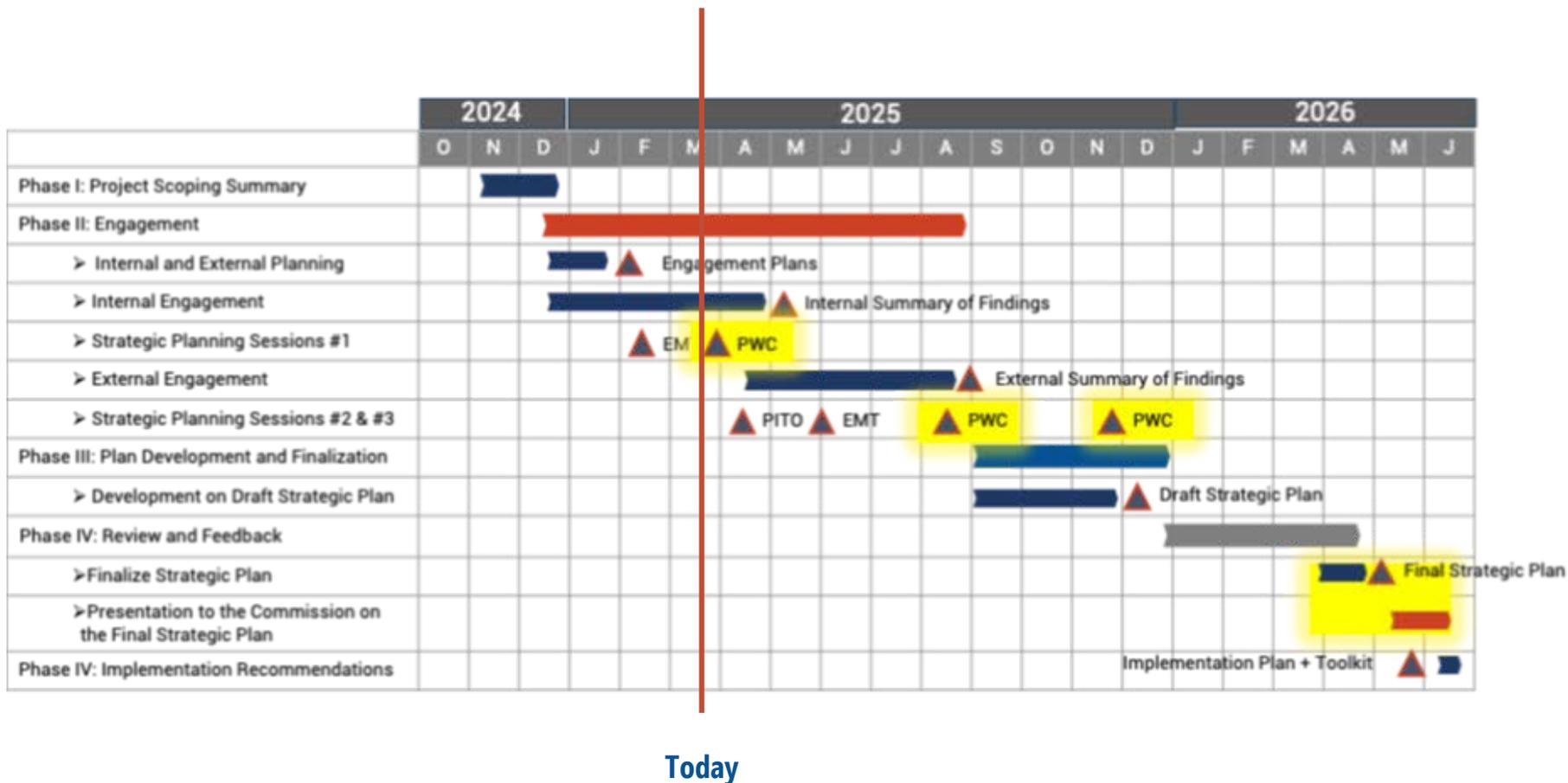
We have identified three objectives as the core focus of this work.

| Project Objectives | |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Deliver a forward-looking, actionable 10-year Strategic Plan for CPW that aligns with their mission, vision, and values, incorporates equity considerations, and addresses long-term challenges and opportunities. |
| 2 | Foster inclusive participation by engaging a diverse range of stakeholders, including internal staff, external communities, underrepresented voices, and key decision-makers, to ensure broad and meaningful input informs the Strategic Plan. |
| 3 | Equip CPW with the tools and recommendations needed to activate and sustain the strategy effectively over time. |

The strategic planning process can best be viewed in the below strategy pyramid.



This project began in November of 2024 and will conclude in June 2026.



To meet these project objectives, we have identified the following activities across four phases.



Activity

Intended Outcome

Kickoff Meeting(s)

Shared understanding of what success looks like and align on roles, scope, and logistics

Learning Agenda

Clearly defined questions that we seek to understand during the engagement process

Project Management Plan

A roadmap for the project based on key activities, milestones and dependencies

Data and Material Review

Onboarding and outline of key inputs to the planning process, lessons learned, etc.

To meet these project objectives, we have identified the following activities across four phases.



Activity

Intended Outcome

Inclusive Outreach and Engagement Plan

Detailed plan to answer key questions through engaging internal and external stakeholders

Organizational EDI Assessment

Understanding of the gaps and opportunities for the organization to plan for and support EDI

Vision, Mission, Values Assessment

Assessing alignment around the current or Vision, Mission and Values of the organization

Community-Wide Comment Form, Random Sample Survey, and Community Workshops

A mixed method approach to capture external learnings to inform the planning process

Summary and Insights

Shared learning of the challenges and opportunities to consider as part of the strategic plan

To meet these project objectives, we have identified the following activities across four phases.



Activity

Intended Outcome

Purpose/Vision, Mission and Values

Alignment around the why CPW exists through revisiting the purpose, mission and values

Strategic Guiding Pillars

Establish the strategic direction and highest level of what CPW will do during the strategy period

Coherent Actions

Outlined steps CPW will take to achieve its Strategic Guiding Pillars

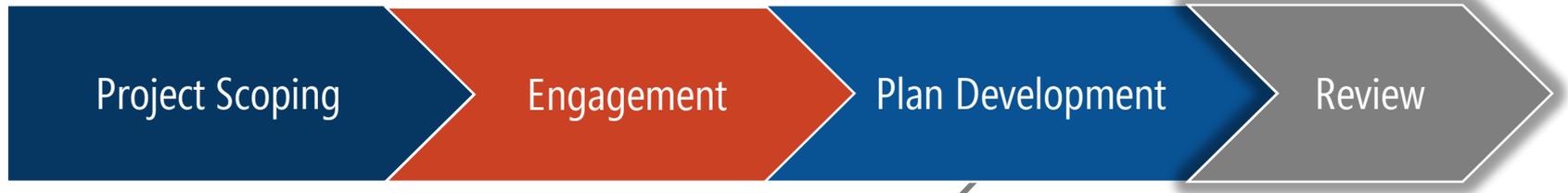
Objectives

Detailed specific actions CPW will take over the strategic planning period to achieve its mission

Equity Lens

Reviewed language of the Strategic Plan through an Equity lens

To meet these project objectives, we have identified the following activities across four phases.



Activity

Review

Intended Outcome

Aligned staff and EMT on the direction of the organization

Commission Review/ Finalization

Aligned Commission and Approval

The Commission has multiple opportunities to participate in the engagement process.

March PWC Workshop

- Gain clarity on the process
- Opportunity to contribute your perspective on the future aspirational vision of the agency
- Communicate the strengths and risks to leverage and mitigate
- Discuss key opportunities for the agency

August PWC Workshop

- Understand the results of the engagement phase
- Discuss learnings and impacts on the future of the agency

November PWC Workshop

- Preview the key elements of the Strategic Plan
- Discuss key strategic elements that are emerging for the strategic plan

2026

- Review of the draft strategic plan
- Approval of the strategic plan

Many groups will be providing perspectives and feedback throughout the engagement process.

| Group Feedback | Opportunity |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Internal | <ul style="list-style-type: none">▪ EDI assessment▪ Focus Groups▪ Townhall▪ Staff Advisory Team |
| External | <ul style="list-style-type: none">▪ Comment Form▪ Random Sample Survey▪ Listening sessions |
| PWC | <ul style="list-style-type: none">▪ Workshops▪ Awareness and feedback▪ Plan review and approval |

Questions?