Strategic Planning Overview

Texas Municipal Retirement System
Board of Trustees Meeting

March 31, 2017
Agenda

• Strategic Planning Process Overview
• Key Activities in Advance of the May Strategic Planning Session
• Board Feedback and Questions
The Board and Staff have a long-standing history of engaging in strategic planning.

The same fundamental process has been used consistently for a number of years.

The Board’s last strategic planning cycle was in 2015; at that time, the goals and objectives were updated through 2019.

The suggested focus for this upcoming planning cycle is on the high level organizational direction for the next five years.
Key Principles Driving This Planning Cycle

• Maximize the time and involvement of the Board.

• Look at the future with fresh eyes. The prior strategic plan has valuable pieces to integrate; it should inform, but not anchor discussions.

• Dedicate ample time for the Board to engage in meaningful discussion in a format conducive to idea exchange and collaboration.

• Be inclusive by inviting ideas and perspectives from staff, the Advisory Committee on Benefits Design, and the Board’s consultants.

• Keep the Board’s discussion at the high, strategic level and focused on the most important decisions as it relates to TMRS’ future direction.

• Any others to be aware of or keep in mind?
Key Activities in the Planning Process March - May

March
- Process overview presentation to the Board
- Board Feedback/Direction

April
- Brief Written Surveys
  - All Staff
  - Advisory Committee
- Board Member Telephone Interviews
- Senior Staff Preparation Session

May – Planning Session
- Provide “pre-read” materials to the Board from April activities
- Board Planning Session
  - Discuss desired future for TMRS
  - Discuss critical issues and priorities to address through the strategic plan
## Process Timeline

<table>
<thead>
<tr>
<th>Preparation (March/April)</th>
<th>Board Planning Session (May)</th>
<th>Drafting (June/July)</th>
<th>Board Meeting (August)</th>
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<tbody>
<tr>
<td>• Senior Staff prep session.</td>
<td>• Review progress made under the existing Strategic Plan</td>
<td>• Summarize and document meeting outcomes.</td>
<td>• Present the draft strategic plan for the Board’s first reading.</td>
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<td>• Individual phone conversations with Board members.</td>
<td>• Engage in visioning</td>
<td>• Work with Senior Staff to prepare a draft strategic plan.</td>
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<td>• Brief written survey</td>
<td>• Refresh S.W.O.T. Analysis</td>
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<td>− All TMRS Staff</td>
<td>• Discuss and prioritize critical themes</td>
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<td>− Advisory Committee members.</td>
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<td>• Compile pre-read materials.</td>
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Questions and Open Discussion

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