

**STRATEGIC PLANNING**

(Vision, Mission, Values, etc)

**GENERATED**

**1<sup>st</sup> Strategy**  
**ORGANIZATIONAL STRATEGY**

**2<sup>nd</sup> Strategy**  
**Human Talent Strategy**

**Leadership & Organizational Culture: Values + Guiding Principles**

Individual attitudes, behaviors, learning aptitudes, talents, competence

- Strategy (Vision, Mission)
- Related Policies
- Procedures

**Structures**

- Programs, Projects, Inter-Intra Institutions, e.g. Networks, Partnership, etc
- Strategy (Vision, Mission)
- Related Policies

**Systems**

- MIS, PM&E, HT. Mgt System (HT Plan/ L&CB, Performance Assessment, Reward System)
- Financial Mgt System, Physical Resource System; Competences Mgt system
- Strategy (Vision, Mission)
- Related Policies
- Procedures

**Policies & Practices**

**Human Talents Management and Development System**

Strategic integration

External Integration with Stakeholders

Total Integration

**(1) HT Planning**

- Strategy (Vision, Mission)
- Related Policies
- Procedures

**(4) L & CB**

- Strategy (Vision, Mission)
- Related Policies
- Procedures

**(2) Performance Assessment**

- Strategy (Vision, Mission)
- Related Policies
- Procedures

**(3) Reward system**

- Strategy (Vision, Mission)
- Related Policies
- Procedures

Internal Integration