

4-21-1988

Maine Department of Conservation Memo to Employees: April 21, 1988

Maine Department of Conservation

Robert R. LaBonta

Maine Department of Conservation

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Recommended Citation

Maine Department of Conservation and LaBonta, Robert R., "Maine Department of Conservation Memo to Employees: April 21, 1988" (1988). *Conservation Newsletters*. 66.

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John R. McKernan, Jr.
Governor

DEPARTMENT OF CONSERVATION

Telephone (207) 289-2211

Robert R. LaBonta
Commissioner

April 21, 1988

Dear Fellow DOC Employee:

In the letter to you in February, another letter was promised. There was assurance, also, that it would be shorter. This is the fulfillment of both of those promises.

To replace these irregular letters, a team is making good progress developing a regularly scheduled communication which will help keep you informed on important matters in the Department. The thinking is that the new communication should treat significant matters of interest in some depth, rather than try to be "newsy" about matters that are no longer news by the time you read about it.

The primary purpose of today's letter is to share with you the Vision Statement (attached) which was developed by the same team of directors that developed the Mission Statement distributed with my last letter. It is easy to get the terms "mission" and "vision" mixed up, but there is a big difference between the two.

The Mission Statement attempts to articulate what we are supposed to be doing and, hopefully, are doing.

The Vision Statement tries to set a desirable and challenging target for the future--something to strive for. When changes are proposed or made, we can test them against the Vision. In other words, are the things we are doing leading us toward our Vision? Again, the Vision should be reviewed from time to time and revised when appropriate. As always, comments and questions are most welcome.

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The Director Team has been slowed in its progress toward developing key opportunities to be addressed by appropriate task groups. When the Legislature is in session, it is extremely demanding of that key group's time. As a result, it has been impossible to schedule the meetings needed to further develop specific tasks to be assigned. That is not a criticism of the Legislature because our system, cumbersome as it might seem at times, is a whole lot better than the next best one that I've ever heard of.

Rest assured, interest has not waned. Not only will you hear more about plans as they develop, many of you will participate in them.

Sincerely,

A handwritten signature in cursive script, appearing to read "Bob LaBonta".

Robert R. LaBonta
Commissioner

gr

cc: Governor McKernan

Attachment

VISION FOR THE DEPARTMENT OF CONSERVATION

What we want to be

April 21, 1988

1. The Department has a new name which establishes a clear identity and understanding of its missions and functional responsibility.
2. The Department plays an active role with other cabinet-level agencies in an integrated effort to formulate and implement governmental objectives.
3. The Department is respected as a credible information source and demonstrates leadership concerning both policy formulation and management responsibilities for natural resources in its jurisdiction. The Department's research and technical analysis capability is distinguished by specialized staff and equipment and linkage to external professional resources.
4. The Department networks with other organizations, both public and private. Good communication exists with interest groups, educational institutions, the private sector, and the general public.
5. An extensive professional information and education program provides the public with a clear understanding of the Department's activities and a full appreciation of the resources within its jurisdiction.
6. An internal newsletter enhances department communications and fosters a sense of common purpose.
7. The Department is fully integrated, consistent with the strategic plans of its functional units. This integration optimizes efficiency, minimizes duplication, and maximizes the sharing of expertise resulting in professional interaction, and productivity.
8. Professionalism, excellence and team work characterize the Department and receive recognition. They are the foundation for professional growth and personal satisfaction.
9. The Department functions with responsible and responsive fiscal and personnel procedures. Current computer technology and the necessary capital equipment are provided to carry out the Department's mission.
10. The Department is recognized as a leader in affirmative action and safety.
11. Successful public and private partnerships operate in areas such as resource management protection.