

STRATEGIC PLAN

Office of Inspector General
United States Department of State

FY 2025 – 2029

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Charting the Course

The Process of the Plan

Team State OIG will annually develop an implementation plan that includes discrete SMART (specific, measurable, achievable, relevant, timebound) actions that implement the strategies in this Strategic Plan. Progress in accomplishing the actions in these annual implementation plans will be monitored, evaluated, and iterated as needed to keep Team State OIG on an enthusiastic path to the bright future that we envision.

Every employee of State OIG was considered in the creation of this plan, and immediately after the completion of this document, it was shared electronically with every member of Team OIG. The OIG leadership team then presented the strategic plan to the entire OIG Team at a Townhall event. This plan is a compass, designed to guide and direct our way forward for the next five years.

In December, the Senior Leadership Team gathered at the Federal Executive Institute in Charlottesville, VA to dedicate concentrated time and attention--in open and collaborative dialogue, with facilitated activities, drawing on data gathered during the interview phase--to reach thoughtful consensus on the elements included in this plan.



Work to craft this plan began with facilitated, semi-structured interviews with key State OIG leaders to garner insights into relevant issues. Leaders effectively represented the OIG workforce as they candidly shared successes, struggles and potential opportunities based on their experiences and day-to-day work with their teams.

Charting the Course

The Architecture of the Plan

Vision, Mission, and Values (VMV) are paramount. Strategic Goals and Objectives flow from VMV.

Vision, Mission, and Values fill the Plan with purpose and a long-term principled direction against which we can act upon and measure our progress. The VMV are enduring and sustainable throughout the duration of the Plan.



VISION

We inspire public trust in the advancement of U.S. foreign affairs.

MISSION

We foster efficiency and effectiveness in U.S. foreign affairs through meaningful, independent oversight and investigations.

VALUES

Trust

We are reliable and impartial, instilling confidence in all we do.

Respect

We model civility and embrace differences, forging a collaborative environment.

Accountability

We are credible and transparent in our work, holding ourselves and the agencies we oversee to the highest standards.

Integrity

We are honest, objective, and principled, advancing ethical conduct by doing the right thing, even when it is hard.

Learning

We seek continuous improvement in ourselves and our work, empowering professional growth and development.

Strategic Goal 1: **MISSION**

Oversight & Investigations

Conduct oversight and investigations that drive positive change.



Strategic Objectives

1.1 Planning

Direct resources to significant risks, stakeholder priorities, and emerging challenges.

1.2 Performance

Perform timely and high-quality audits, evaluations, inspections, investigations, and other reporting.

1.3 Results

Promote responsiveness to findings, recommendations, and referrals.

1.4 Technology

Leverage technology and data to enhance oversight and investigations.

Strategic Goal 2:

ADMINISTRATION

Operational Support

Optimize our resources through efficient and effective planning and operations.



Strategic Objectives

2.1 Technology

Strategically leverage technology and data to achieve organizational priorities.

2.2 Resources

Maximize organizational performance through effective planning and management of human capital, financial, and operational resources.

2.3 Internal Controls

Maintain clear and current policies, procedures, processes, and other controls.

2.4 Customer Focus

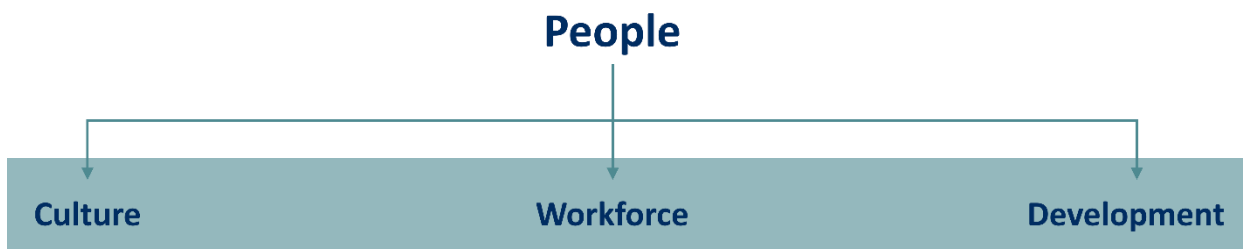
Provide exceptional mission support with a focus on positive customer experience.

Strategic Goal 3:

PEOPLE

Workforce & Community

Strengthening our community by attracting, developing, and retaining an engaged, collegial, and highly skilled workforce.



Strategic Objectives

3.1 Culture

Create and sustain a workplace environment that fosters employee engagement, recognition, innovation and well-being.

3.2 Workforce

Build and maintain a highly skilled workforce using recruitment and retention best practices.

3.3 Development

Empower and cultivate our workforce through professional development, strategic and agile training, and effective feedback.

Strategic Goal 4:

STAKEHOLDERS

Communication & Engagement

Optimize communication and engagement to reach and serve stakeholders, amplifying our impact.



Strategic Objectives

4.1 External

Deliver external communications that are unified, concise, compelling, and informative.

4.2 Internal

Deliver internal communications that promote transparency, connect our community, showcase our people and accomplishments, and facilitate information sharing.

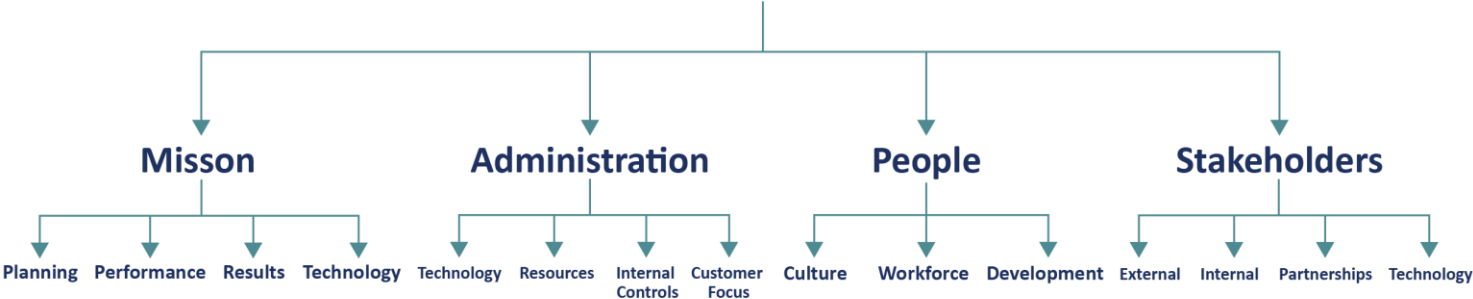
4.3 Partnerships

Build and maintain effective partnerships and engagements with the agencies we oversee, accountability partners, Congress, media, the public, and other stakeholders.

4.4 Technology

Leverage technology to enhance communication and engagement.

**VISION
MISSION
VALUES**





HELP FIGHT

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1-800-409-9926

www.stateoig.gov/HOTLINE

If you fear reprisal, contact the
OIG Whistleblower Coordinator to learn more about your rights.

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