

**TRAINING GUIDANCE OF STRATEGIC PLAN PREPARATION PROCESS AT  
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oedinnurdin@gmail.com**Abstrak**

*The purpose of mentoring training on the strategic planning process (rencana strategis) of Sarolangun Regency is to improve understanding of the program and activity plans for the next five years which are contained in the vision, mission, goals, targets, and strategies that will be used as guidelines for implementing all program activities in a structured, measurable and targeted manner. Mentoring activities use face-to-face training methods. The results of this training mentoring are a form of community service, especially in the regional development planning agency of Sarolangun Regency, where the results of the mentoring are that all participants can understand the process of compiling and how the rencana strategis works which will be a reference for the program*

**Kata Kunci:** Strategic plan

**1. INTRODUCTION**

A strategic plan is a planning document created by an organization to achieve goals within a certain time period. A strategic plan is usually created for a 5-year period. A strategic plan is prepared based on the duties and functions of each stakeholder. A strategic plan is a derivative of the National Medium-Term Development Plan (RPJMN) or the Regional Medium-Term Development Plan (RPJMD)

Strategic plan has various benefits for the organization, including: As a reference in operating the development activity plan, As a starting point for assessing the activities of managers and organizations, helping and developing effective strategies, creating priorities. To ensure that Strategic plan runs according to plan, an evaluation needs to be carried out every year. The evaluation is carried out to determine the level of achievement of government agency performance in 1 year towards 5 years

Kerzner, (2001) stated that strategic planning is a management tool used to manage current conditions and project future conditions. Strategic planning is the process of selecting goals, determining strategies, and establishing methods to maintain strategy implementation. Strategic planning is one of the most critical management roles. According to Salira, (2015) comprehensive planning integrates all resources and pays attention to the capabilities of the institution and has a clear orientation towards the long-term goals to be achieved. Strategic planning is needed as a continuous, iterative and cross-functional process. Strategic planning as stated by Allison, (2005) is a systematic process that guides towards achieving goals that are responsive and synergistic with the environment

Meanwhile, according to Sa'idah, (2022) the Strategic Plan document is used to measure the steps that stakeholders must take to achieve the desired goals. A strategic plan is a roadmap that gives direction to an organization or agency to move within a certain period of time. Basically, in preparing a strategic plan, the leader of an

organization must pay attention to the internal and external environment, strategy formulation, strategy implementation, and strategy evaluation (Ropianto et al., 2017)

Syahrul's research, (2017) states that the preparation of a strategic plan must consist of 1) the head of the institution must have a vision, mission and main objectives; 2) the head of the institution conducts an analysis of the external environment of organizational competition to identify opportunities and challenges that will be faced; 3) The head of the institution conducts an analysis of the internal operating environment of the organization to identify strengths and weaknesses; 4) The leader selects a strategy that is built on the strengths of the organization and improves its weaknesses that are appropriate to take advantage of external opportunities and fight external obstacles (SWOT); and 5) the leader implements the strategy that has been prepared

Taking into account the instruction of the Minister of Home Affairs Number 70 of 2021 concerning the preparation of regional development planning documents for regions with the term of office of the regional head ending in 2022, with the existence of this Sarolangun Regency strategic plan, it is hoped that it can provide a clearer direction and purpose for each agency in Sarolangun Regency in carrying out its main tasks and functions so that it can produce optimal, measurable and systematic performance .

## **2. LITERATURE REVIEW**

### **2.1. Regional Development Planning**

#### *1. Understanding Planning*

Planning is a continuous process, consisting of decisions or choices and various ways to use existing resources, with the aim of achieving certain goals in the future. Basically, all development activities will only be directed if they are based on a development plan and are controlled and evaluated (Siagian, 2019)

#### *2. Definition of Regional Development Planning*

Development planning can be interpreted as an activity that is a process of systematically preparing development activities that will be implemented to achieve predetermined goals where the selection of goals is done consciously based on the scale of needs and by considering existing limitation factors.

#### *3. Planning Decision Making Process*

Planning is an activity of decision making from a number of choices regarding targets and methods that will be implemented in the future in order to achieve the desired goals, as well as mediation and assessment of the development of the results of its implementation which will be carried out systematically and continuously (Solihin, 2002)

### **2.2. Strategic Plan**

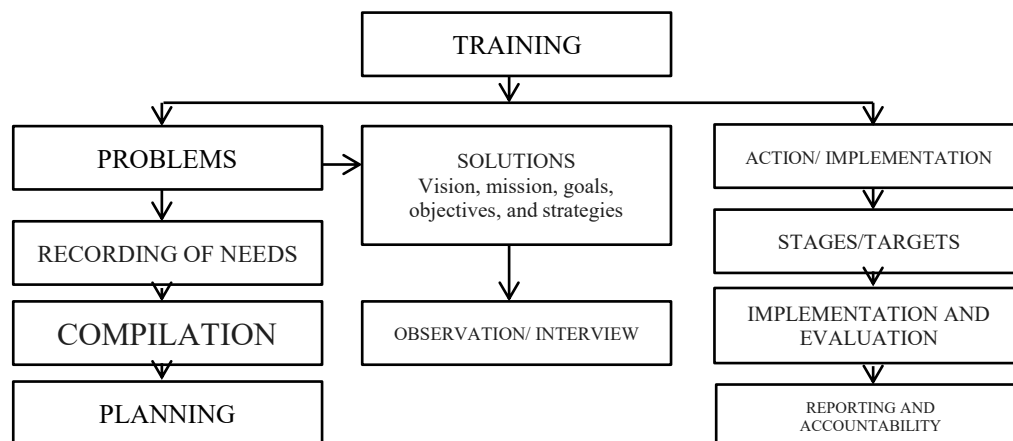
Planning plays an important role in the scope because it determines and at the same time provides direction to the goals to be achieved. With careful planning, a job will not be messy and unfocused. Careful and well-arranged planning will influence the achievement of goals. Strategic planning is a leadership instrument in determining what an organization will want in the future with planned targets. (Tjokroamidjojo, 2004)

Strategic planning is formulated as determining the direction of where an organization will go in the following years, accompanied by determining how the organization will reach its intended goals. Strategic planning can be carried out for the scope of one organization as a whole, or the scope of the main parts of the organization, but generally covers the scope of one organization as a whole. Strategic Plan or what is called a strategic plan is a planning process that is oriented towards the results to be achieved during a certain period of time containing the vision, mission, goals, targets, and strategies implemented through the policies and programs of the Regional Work Unit

The targets of a program/activity can be achieved effectively and efficiently if they have been formulated by considering environmental dynamics. strategic plan (strategic plan) is a five-year plan that is prepared by considering various situations and conditions, especially concerning the advantages, opportunities, constraints and challenges of the implementing agency. With the preparation of this strategic plan, it is expected to be used as a guideline and direction in efforts to achieve the development targets that have been set.

### 3. IMPLEMENTATION METHOD

The method of implementing mentoring activities for training in the strategic planning process (strategic plan) at the Bappeda of Sarolangun Regency is through discussion and face-to-face meetings where the purpose of the mentoring activities is to provide solutions to overcome problems that occur.



### 4. RESULTS AND DISCUSSION

Based on the results of the training assistance for the strategic planning process (strategic plan) at the Bappeda of Sarolangun Regency with reference to the problems that occurred:

#### 1. Problems

The creation of strategic plans refers to the problems that occur and are in accordance with the needs of the community. References to problems can come from statistical data or opinions of the community that are developing and by referring to national strategic issues. In addition, the creation of strategic plans must refer to the vision, mission, goals, targets, and strategies by referring to

applicable regulations so that in its implementation it is free from various problems

## 2. Solution

The solution to overcome the problems that occur in the preparation of the strategic plan that will be carried out where the author offers first each agency must conduct a data analysis of needs as a reference for work based on the vision, mission, goals, targets, and strategies, second in preparing the design of the program that will be worked on by considering the available budget, third the need for coordination and communication between agencies in unifying the understanding and ideas of the program, and fourth the need to make a proportional work plan as a work target that is stated in the government agency performance accountability report

## 3. Actions and implementation

To implement the planned work program, it is necessary to refer to the work calendar as a work roadmap so that it can facilitate reporting and accountability for activities that have been carried out.

## 5. CONCLUSION AND SUGGESTIONS

The conclusion of the service as a training assistant for the strategic planning process (strategic plan) at the Bappeda of Sarolangun Regency is that each participant can understand the entire series of strategic planning processes starting from the vision, mission, goals, targets and strategies

This suggestion is expected that training participants can implement the results of the training on the strategic planning process (strategic plan) at the Bappeda of Sarolangun Regency professionally and with high integrity for the benefit of the general public by referring to the vision, mission, goals, targets and strategies of Sarolangun Regency

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