Leadership Strategic Alignment Assessment

Developing Strategic Alignment and organizational focus

# Strategic Overview

Please answer the following general questions pertaining to the history, current state and future desired state of the organization:

a1. Describe the desired future state of the organization: (*what is it delivering? To whom is it delivering? How is it delivering? How is it perceived?*)

a2. Describe how the desired future state is different than the current state:

a3. What historical organizational traits remain today that may no longer support or be aligned with the go-forward direction and desired future state? (***not*** *people / process / technology related, but rather culture / customs / characteristics*)

a4. What competing organizational priorities are most likely to present themselves and obstacles and risks along the path from current state to desired future state?

# Threats / Weaknesses (PAINS)

Please answer the following general questions pertaining to the key strategic pains:

b1. Describe the **3 biggest threats** to be mitigated (external facing view) – *Consider what trends could cause harm, what the competition is doing, what threats your weaknesses expose you to.*

b2. Describe the **3 greatest weaknesses** to be overcome (internal facing view) – *Consider what could be improved, where resources are scarce, and what others likely see as your weaknesses.*

# Strengths / Opportunities (ENABLERS)

Please answer the following general questions pertaining to the key strategic enablers:

c1. Describe the **top 3 key strengths** to be leveraged (internal facing view) – *Consider what you do well, the unique resources you can draw from, and what others see as your strengths.*

c2. Describe the **top 3 key opportunities** to be leveraged (external facing view) – *Consider what trends you could take advantage of, what the competition is not doing, what opportunities your strengths might create.*

# Strategic Perspective Matrix

Place an “X” in the appropriate rating box for each strategic perspective:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | SIGNIFICANTLY FAILS TO MEET DESIRED STATE IN ALL AREAS | FAILS TO MEET DESIRED STATE IN SOME AREAS | GENERALLY MEETS DESIRED STATE REQUIREMENTS | EXCEEDS DESIRED STATE IN SOME AREAS | SIGNIFICANTLY EXCEEDS DESIRED STATE IN ALL AREAS |
| FINANCIAL PERFORMANCECreating value for owners and stakeholders |  |  |  |  |  |
| CUSTOMER SATISFACTIONDelivering highly appreciated products and services |  |  |  |  |  |
| OPERATIONAL PROCESSESDelivering timely, economical, and functional quality |  |  |  |  |  |
| ORGANIZATIONAL CAPITALContinually learning, innovating, and improving |  |  |  |  |  |