



Strategy Alignment Reflection

Purpose

Examine whether goals, programs, and tradeoffs form a coherent strategy rather than an inherited or reactive one.

Context

- Organization or initiative:
 - Primary objective right now:
 - Time horizon in focus:
 - What prompted this reflection:
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Strategic Focus

- How would you describe your current strategy in one sentence?
 - Where does strategic direction feel clear?
 - Where does it feel assumed rather than chosen?
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Activity Alignment

- Which programs, initiatives, or partnerships consume the most attention or resources?
 - Which clearly advance the stated objective?
 - Which feel adjacent, legacy-driven, or reactive?
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Tradeoffs and Non-Decisions

- What are you intentionally not doing right now?
 - Where do tradeoffs exist but remain unspoken?
 - What decisions feel deferred rather than decided?
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Drift and Tension

- Where do you feel confusion or tension about direction?
 - Where do external expectations shape decisions more than internal intent?
 - Where has work accumulated without strategic clarity?
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Readiness Check

- Given current capacity and funding realities, what parts of the strategy feel realistic?
 - What parts feel aspirational but under-supported?
 - What would need to stabilize before progress is responsible?
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Strategy Alignment Insight (one sentence):