



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:

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?

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?



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?

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?

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?

Strategy Alignment Insight (one sentence):