

Our Strategy Management Process

Impact

Engage. Inspire. Execute.

Getting started: ✓ Planning team ✓ Create schedule ✓ Gather documents



Determine Position

Strategic Issues: Identify strategic issues to address

Industry & Market Data: Identify market opportunities and threats

Customer Insights: Assess current satisfaction and future demand

Employee Input: Determine strengths and weaknesses

SWOT: Synthesize the data into summary SWOT items



Develop Strategy

Mission: Determine your organization's core purpose

Values: Identify your core beliefs

Vision: Create an image of what success looks like in 5 years

Competitive Advantages: Solidify your unique position

Org. Wide Strategies: Establish the approach for how you will succeed

Long-Term Objectives: Develop a 3-year balanced framework of 6 or less objectives

Forecast: Develop a 3-year financial projection



Build the Plan

Use SWOT: Process the SWOT to set priorities

Organizational Goals: Set short-to-mid-term SMART goals. (1+ yr.)

KPIs: Select key performance indicators to track progress

Department Goals: Cascade org goals to departments. (12 months)

Team Member Goals: Cascade dept. goals to individuals

Budget: Align a one-year budget with the plan



Manage Performance

Rollout: Communicate strategy to whole organization

Set Calendar: Establish schedule for progress reviews

Leverage Tools: Train team to use MyStrategicPlan

Adapt Quarterly: Hold progress reviews and modify

Update Annually: Review end of year, plan next year

OnStrategy

Guide For Strategic Planning

Padhraic Smyth



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Table of Contents Guide For Strategic Planning

1. Understanding the eBook Guide For Strategic Planning
 - The Rise of Digital Reading Guide For Strategic Planning
 - Advantages of eBooks Over Traditional Books
2. Identifying Guide For Strategic Planning
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Guide For Strategic Planning
 - User-Friendly Interface
4. Exploring eBook Recommendations from Guide For Strategic Planning
 - Personalized Recommendations
 - Guide For Strategic Planning User Reviews and Ratings
 - Guide For Strategic Planning and Bestseller Lists
5. Accessing Guide For Strategic Planning Free and Paid eBooks

- Guide For Strategic Planning Public Domain eBooks
 - Guide For Strategic Planning eBook Subscription Services
 - Guide For Strategic Planning Budget-Friendly Options
6. Navigating Guide For Strategic Planning eBook Formats
 - ePub, PDF, MOBI, and More
 - Guide For Strategic Planning Compatibility with Devices
 - Guide For Strategic Planning Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Guide For Strategic Planning
 - Highlighting and Note-Taking Guide For Strategic Planning
 - Interactive Elements Guide For Strategic Planning
 8. Staying Engaged with Guide For Strategic Planning
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Guide For Strategic Planning
 9. Balancing eBooks and Physical Books Guide For Strategic Planning
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Guide For Strategic Planning
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Guide For Strategic Planning
 - Setting Reading Goals Guide For Strategic Planning
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Guide For Strategic Planning
 - Fact-Checking eBook Content of Guide For Strategic Planning
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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