

# 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

# Over 40 Under 15 A Strategic Plan For Average People To Remake Their Bodies

**Karin Nielsen-Saines**



**Over 40 Under 15 A Strategic Plan For Average People To Remake Their Bodies:**

**The Advocate** ,2005-01-18 The Advocate is a lesbian gay bisexual transgender LGBT monthly newsmagazine Established in 1967 it is the oldest continuing LGBT publication in the United States      **Words on Cassette** ,1992

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