Strategy Development Horizons





Organisation-wide values

Organisation-wide **vision**

Organisation-wide mission

Team vision

Team mission

Personal values

Personal **vision**

Personal mission

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// Advise Boards

@AlignYourOrg we:

// Facilitate Strategy
// Develop Changemakers

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1 week | 1 Month | 1 Quarter | 1 Year | 3 years | 10 years | 100 years

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What I do | What my team does | Waht the org does

Strategy Development Horizons



Questions for reflection

// Board level

- -- Are we primarily focused on vision & values?
- Is our horizon 3, 10, 100 years?
- Does our mission align?
- Does it draw on our strengths and our leaders?
- Is it clear? Does it scale our intent?

// Departmental / Team

- -- Is our vision for the department aligned?
- Do we walk and talk the org values?
- Is the mission clear?
- Are we all on the same page?

Team mission

// Individual

- -- Do my personal values align all the way?
- What is my vision?
- What is my mission?
- What does success look like for me?
- -- Across these time horizons?

Team vision

Personal values

Organisation-wide values

Organisation-wide **vision**

Organisation-wide mission

Personal **vision**

Personal mission

A partial methodology alphabet

A - Appreciative Inquiry Great for open-ended exploration

B - **Board Strategy Day** Great for getting everybody on the same page

C - Consensus Workshop Part of the Technology of Participation approach

D - Data Room Participative analysis for boards & strategic teams

Find E-Z @ alignyour.org

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