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Strategic thinking is a crucial skill for business leaders, managers, and employees in today's fast-paced, competitive world. It involves generating long-term goals, anticipating trends, and making informed decisions to gain a competitive world. It involves generating long-term goals, and employees in today's fast-paced, competitive world. It involves generating long-term goals, and making informed decisions to gain a competitive world. It involves generating long-term goals, and making informed decisions to gain a competitive world. think more strategically, strengthen your strategic thinking skills, and become a strategic thinker. Strategic thinking is essential for leadership, creativity, and achieving an organization's goals and objectives. It allows business leaders to analyze their company's position, envision new ideas, and develop a strategic plan to execute those ideas. By encouraging strategic thinking, managers can foster an environment where employees are continually seeking new ways to improve the organization and achieve positive outcomes. In this article section, we will explore 20 exercises specifically designed to enhance your strategic thinking skills. navigate complex challenges, make informed decisions, and drive organizational success. These exercises will help you sharpen your strategic thinking abilities, expand your perspectives, and unleash your creativity. By engaging in these exercises, you will cultivate a strategic mindset and develop the skills necessary to tackle the ever-evolving business landscape. Get ready to strengthen your strategic thinking muscles as we dive into these 20 exercises! Scenario planning is an exercise that encourages participants to envision various future scenarios for their organization. By brainstorming potential situations, team members can anticipate potential challenges, develop new ideas, and create actionable plans to tackle those challenges. This exercise helps to improve strategic thinking skills by allowing participants to analyze trends, evaluate the possible outcomes, and customize their approach based on the insights gained. Brainzooming is a team-building exercise that promotes strategic thinking by challenging participants to generate new ideas and solve problems creatively. In this exercise, team members are encouraged to think outside the box and explore new perspectives. By combining creativity with strategic planning tool that helps individuals and organizations identify their strengths, weaknesses, opportunities, and threats. This exercise allows participants to evaluate their current situation, anticipate future trends, and develop strategies to address potential challenges. By understanding their organization's position, participants can make informed decisions and execute plans that align with their goals. Setting clear objectives is a critical step in strategic thinking. This exercise involves establishing specific, measurable, achievable, relevant, and time-bound (SMART) goals for your organization. By focusing on your goals and objectives, you can ensure that your strategic thinking efforts are aligned with your organization. and desired outcomes. Understanding your competitors is essential to strategic thinking. In this exercise, participants are encouraged to analyze their competitors' strengths, weaknesses, opportunities, and threats. By evaluating the competitive landscape, team members can develop strategies to differentiate themselves from their competitors and gain a competitive advantage. Trend analysis is an exercise that focuses on identifying emerging trends, participants can anticipate changes, adapt their strategies, and capitalize on new opportunities. Effective communication is vital for strategic thinking. In this exercise, participants are encouraged to practice their communication skills by presenting their ideas, engaging in discussions, and collaborating with others. By improving their communication skills, team members can better articulate their strategic vision and gain buy-in from others. Mind mapping is a visual tool that helps individuals and teams organize their thoughts, ideas, and information. By creating a visual representation of your ideas, you can better understand the relationships between different concepts and identify new connections. This tool can be particularly useful for brainstorming, problem-solving, and strategic planning sessions. PESTLE analysis is a strategic tool that examines the external factors. By assessing these factors, you can identify potential opportunities and threats in the external environment and develop strategies to address them. This analysis helps to broaden your perspective and consider various external influences on your organization. Gap analysis is a tool that helps you identify the difference between your organization's current state and its desired future state. By understanding the gaps in performance, resources, or capabilities, you can develop targeted strategies to bridge those gaps and achieve your goals. This tool can be useful for strategic planning, resource allocation, and performance improvement initiatives. Game theory is a strategic tool that examines decision-making and interactions between different players in a competitive environment. By using game theory, you can understand the potential outcomes of various strategic decisions and develop optimal strategies based on the behavior of other players. This tool can be particularly helpful for understanding competitive dynamics and developing strategies to outperform your competitors. The balanced scorecard is a strategic management tool that helps organizations track their performance across multiple dimensions, including financial, customer, internal processes, and learning and growth perspectives. By monitoring performance across these dimensions, you can ensure that your organization's overall objectives. This tool can be useful for performance measurement, strategic planning, and decision-making. Porter's Five Forces is a strategic analysis tool that helps organizations understand the competitive forces within their industry. The five forces include the threat of substitute products or services, and the intensity of competitive rivalry. By analyzing these forces, you can develop strategies to enhance your competitive position and achieve long-term success. Reverse brainstorming is a creative problem solving exercise that involves identifying potential problems instead of solutions. By focusing on potential issues, participants can gain a deeper understanding of the challenges they face and develop strategies to prevent or mitigate them. This exercise encourages strategic thinking by requiring participants to anticipate potential obstacles and develop proactive solutions. The Six Thinking Hats exercise, developed by Edward de Bono, is a technique that encourages participants to approach problems and decisions from different perspectives. The six hats represent different modes of thinking: white (facts and information), red (emotions and feelings), black (critical judgment), yellow (positive aspects), green (creativity and new ideas), and blue (process and organization). By switching between these different modes of thinking, participants can develop a more comprehensive understanding of the situation and develop well-rounded strategies. Role-playing exercises require participants to assume different roles within a hypothetical scenario. By stepping into the shoes of others, participants to assume different roles within a hypothetical scenario. various stakeholders. This exercise enhances strategic thinking skills by encouraging empathy and a broader understanding of the situation. The Five Whys exercise is a technique used to identify the root cause of a problem by asking "why" five times. By continually asking why a problem exists, participants can uncover the underlying issues and develop targeted strategies to address them. This exercise encourages strategic thinking by requiring participants to analyze problems deeply and develop long-term solutions. A pre-mortem analysis is an exercise that involves imagining that a project or initiative has failed and then identifying the reasons for the failure. By anticipating potential pitfalls and challenges, participants to think critically about potential risks and develop proactive solutions. The Blue Ocean Strategic thinking by encouraging participants to identify untapped market spaces promotes strategic thinking by encouraging participants to identify untapped market spaces. and create new demand by developing innovative products or services. By focusing on differentiation and low cost, participants can create a competitive advantage and achieve long-term success. This exercise enhances strategic thinking skills by encouraging innovation and the exploration of new opportunities. The Four Quadrant Matrix is a strategic decision-making tool that helps participants prioritize tasks or initiatives based on their important, and neither urgent nor important, and neither urgent nor important, and neither urgent and important, and neither urgent and important but not urgent and important but not important. encourages strategic thinking by requiring participants to evaluate priorities and make informed decisions. Backcasting is a planning method that starts with defining a desirable future. This exercise encourages participants to think strategically by envisioning long-term goals and planning concrete steps to reach those goals. Force Field Analysis is a decision-making tool that helps identify and analyze the forces, participants can develop strategies to strengthen the driving forces and weaken the restraining forces, leading to more effective change management. Strategic Group Mapping involves plotting organization's strategic dimensions (e.g., quality vs. cost). This exercise helps participants identify their organization's strategic moves. Stakeholder Analysis involves identifying and assessing the interests and influence of various stakeholders involved in a project or decision. By understanding stakeholders' motivations and concerns, participants can develop strategies to address their needs and align stakeholders' motivations and concerns, participants can develop strategies to address their needs and align stakeholder interests with organizational goals. The Delphi Method is a forecasting technique that involves gathering insights and opinions from a panel of experts through multiple rounds of questionnaires. By synthesizing expert opinions, participants can develop informed strategic decisions and anticipate future trends and challenges. Value Chain Analysis involves mapping out all the activities involved in producing a product or service and identifying opportunities for optimization. By understanding where value is created and identifying inefficiencies, participants can develop strategies to enhance competitive advantage and improve organizational performance. A Fishbone Diagram, also known as a Cause-and-Effect Diagram, is a tool used to identify the root causes of a problem by categorizing potential causes into various categories. This exercise helps participants analyze complex problems, uncover underlying issues, and develop comprehensive strategies to address them. Benchmarking involves comparing your organization's processes, performance metrics, and practices against best-in-class organizations. By identifying gaps and areas for improvement, participants can develop strategies to improve operations and achieve competitive parity or advantage. Scenario Planning by not only envisioning future scenarios but also developing detailed action plans for each scenario. This exercise enhances strategic thinking by preparing participants for a range of possible futures and ensuring readiness for various contingencies. The Strategic Alignment Grid is a tool used to ensure that an organization's strategic goals, participants can identify misalignments and develop strategies to ensure all efforts are directed toward achieving the organization's mission. To encourage strategic thinking within your organization, consider implementing activities that focus on strategic thinking skills. Providing employees with the tools and resources to think strategically can lead to increased innovation, improved decision-making, and a more successful organization. In conclusion, strategic thinking exercises are essential for developing the skills necessary to become a strategic thinking exercises are essential for developing the skills necessary to become a strategic thinking exercises are essential for developing the skills necessary to become a strategic thinker. By practicing these exercises are essential for developing the skills necessary to become a strategic thinking exercises are essential for developing the skills necessary to become a strategic thinker. develop innovative solutions to achieve their goals. Take the time to invest in your strategic thinking exercises? Please share and subscribe. Strategic thinking refers to a mental or cognitive process utilized by individuals to plan for the future. It involves an analytical approach that aims to address, decipher, and solve complex problems by making decisions that align with one's overall objectives and long-term vision. A person engaged in strategic thinking focuses on the big picture. They see the forest rather than the trees. They consider multiple variables and interconnected parts when formulating strategies (Camerer, Ho & Chong, 2015; Dhir, Dhir, Dhir, Dhir, 2018). Strategic thinking also help us to anticipate potential scenarios and navigate them effectively (Covington, 2014). They prepare for a range of outcomes to maximize returns and minimize risks. If you want to demonstrate your strategic thinking skills for a resume, cover letter, interview, and so on, it's best to reflect on some real-life scenarios where you've planned ahead and made strategic decisions that have benefited you or your organization. Some examples to stimulate your reflection are provided below. This example entails the conscious ordering or ranking of tasks according to their urgency and importance. You may be familiar with the logic of Eisenhower's Urgent/Important Principle here. Activities with impending deadlines are typically considered urgent, while those with significant consequences if not done (regardless of their deadlines) are typically considered urgent. For instance, if you need to make a critical presentation to stakeholders next week (urgent) and also schedule annual appraisals for your team (important), you'd have to decide which takes precedence based on how significant the outcomes would be on your career or your team (Martin, 2017). The purpose of efficient resource allocation is to ensure that each team member's skills, time, and effort, as well as potential tangible resources, are distributed in a way that can maximize the project's efficiency and output. As an example, you have a project that requires both design and coding work. You choose to assign the design task to the team member with a strong visual skillset, and the coding job to the one with keen logical reasoning and programming skills. Such resource allocation ensures that team members are working to their strengths, improving both work pace and output quality. This involves understanding the appropriate moment to introduce a new suggestion or instigate a change (Owen, 2014). By comprehending the flow of the discussion, the emotions in the room, and the openness of other participants, you can pick the best moment to propose your idea, thus increasing its chances of acceptance. For instance, you notice that colleagues are more receptive to new ideas just after they've successfully solved a difficult issue in a meeting. Seizing this moment of positivity, you bring up your suggestion for process, leading to the team giving it serious consideration. This form of strategic thinking involves gathering, reviewing, and interpreting feedback from customers to identify areas for product or service improvement. Imagine you're the head of a technology firm, and you've received numerous complaints regarding the spee and user interface of your latest software product. Instead of dismissing these issues, you interpret this feedback as a chance to upgrade your system's functionality. By weighing various solution options and considering the potential benefits vs. inherent risks, you decide to invest in an improved version that enhances both product speed and design. By doing this, you increase user satisfaction and, in turn, company sales. This approach to strategic thinking involves assessing and understanding the skill-sets and expertise of your team members, and assigning tasks to individuals based not only on their job position, but on their unique strengths and skills. Picture yourself as a project manager. You are overseeing a project that involves research, creativity, and meticulous data analysis. You know Chris on your team is an imaginative powerhouse who thrives when asked to think outside the box, while Jane eats spreadsheets and data analysis for breakfast. Despite Chris originally being hired for an analytics role, and Jane for a creative one, you switch their roles for this project. This demonstrates the strategic decision to delegate tasks not based on predefined roles, but on personal strengths. It optimizes your team's performance, ensures a more engaged staff, and increases the quality of work output (Hwang & Lockwood, 2006). This involves defining clear, measurable objectives that are then broken down into shorter, more immediately achievable targets. Suppose you're the department head of a manufacturing company that wants to reduce its greenhouse gas emissions by 30% over the next five years. A strategic thinker would break down this significant long-term goal into a series of more manageable, short-term targets. For example, you could plan to reduce emissions by just 3% for the first year, then aim to increase this rate gic goal setting approach sets a clear direction and allows for manageable progress towards an ambitious end goal. This strategic thinking process is all about using historical sales data to forecast future trends, make business decisions, and adjust inventory accordingly. Here's a concrete example: you run a retail outlet that sells winter gear. Over the past few years, you've noticed a spike in sales of wool socks during November. In anticipation of this trend recurring, you adjust your inventory to ensure you hold sufficient stock when customer needs effectively while also maximizing your profits. In this scenario, strategic thinking is about considering the nuances of your message and choosing the right channel to communicate it. Imagine you run a non-profit organization. You've received a sizeable donation, and now you have a crucial decision to make. Will you send an email, make a phone call, or arrange a face-to-face meeting to express your thanks? Understanding the importance and sensitivity of saying 'thank you', you decide to do it in-person, to communicate your genuine gratitude effectively to the donor (Kaiser & Hogan, 2010). This reflects strategic thinking in terms of enhancing team dynamics, where you plan activities to foster a better collaborative environment and improve morale. Consider you're the team leader, and you notice that your team members seem to work independently rather than collaborate, leading to miscommunication and workflow bottlenecks. To remedy this, you decide to plan a team-building, and friendly competition. These activities are strategically chosen to improve communication, rapport, and lead to a more cohesive unit. This instance of strategic thinking entails conducting a cost-benefit analysis to determine whether attending a professional workshop that promises to impart cutting-edge strategies in digital marketing. You realize that the registration fee is quite hefty and would also require a couple of days away from work. Now, instead of making an impulsive decision, you reflect on whether the benefits, such as knowledge acquisition, networking opportunities, and potential for enhanced business growth, outweigh the money and time investment. Considering the digital wave impacting today's marketing trends, you decide to go ahead and attend it, seeing it as an investment in long-term business growth and personal development (Souitaris, Maestro, & Micelotta, 2007). This shows strategic thinking in terms of evaluating the costs and benefits of an opportunity and making decisions that align with your broader professional objectives Strategic thinking in this context revolves around choosing academic courses that not only captivate your interest but also align with your career aspirations. Imagine you are a college student with an inclination towards environmental conservation and sustainable development. You aspire to a career in environmental policy forming. As part of your course selection, you selectively choose subjects that focus on global environmental law, policy-making, and sustainable development theories, along with a minor in political science. This example demonstrates how strategically thinking about your long-term career goals helps shape your immediate academic choices, setting the stage for landing your dream job post-graduation (Sin, Jones & Moore, 2008). This showcases strategizing aimed at enhancing learning experiences and academic performance through the formation of effective study groups. You're a college student taking a particularly challenging cryptography course. You acknowledge specific areas in which you struggle and identify fellow students who excel in those areas. You approach them with the strategic idea of forming a study group where you all can share different strengths and learn from each other. Moreover, you ensure to keep the groups small (3-4 people), based on studies like Cohen (1994) which indicate that smaller groups foster more meaningful discussions and engagement. This strategic decision assists all group members in strengthening their understanding of the course material, positively impacting their academic performance. This instance of strategic thinking concerns the process of identifying unmet needs or deficiencies in the marketplace that a new product or service could fulfill Imagine you run a tech company. During intense research of the market, you realize many seniors struggle with the complexity of modern smartphones. Sensing an opportunity (market gap), you decide to create a user-friendly phone specifically designed for the elderly, with simplified features and larger font settings. This decision is an example of a strategic response to identify and potentially fill a gap in the market (Spanjol, Tam, & Tam, 2015). Your company can take advantage of this exciting opportunity, leading to increased market share and improved brand reputation. Strategic thinking in this situation involves assessing whether your product or service aligns well with the current market demand. Take the case of a Virtual Reality (VR) gaming company. The company has two product lines - one for the mass market with basic VR experiences, and another premium one that delivers high-immersion gaming experiences. Knowing that the majority of the target market is still not accustomed to complex VR controls, the company strategically emphasizes its basic VR line, aiming for volume sales. Moreover, the company markets the premium line as a niche product-market fit and enables the company to effectively meet diverging consumer needs and improve overall business performance. This scenario highlights the strategic thinking involved in defining a unique value proposition and establishing a solid position in the minds of consumers. Suppose you operate a premium organic coffee company in a competitive market. In order to distinguish your brand from the competition, you strategically position it as not just selling organic coffee, but promoting a lifestyle of wellness, sustainability, and sophistication. Your unique selling proposition (USP) is that your coffee beans are locally sourced and ethically produced, you use environmentally friendly packaging, and your brand values align with many consumers' growing concern for sustainability. The resultant brand positioning ensures your brand's perceived distinctiveness, aligning with the consumers who value both quality and environmental conscientiousness (Kirchgeorg, Krey, & Heitmann, 2012). This strategic positioning attracts a particular target audience, builds strong customer relationships, and promotes brand loyalty. 16. Analytical Ability: Analytical ability pertains to one's capacity to assess a situation or problem, dissect it into smaller more manageable chunks, and examine these parts in order to gain a better understanding. This skill aids in breaking down complex issues, making them more understandable and therefore easier to tackle strategically. 17 Problem-Solving: Problem-solving is the ability to navigate through obstacles or challenges, identify effective solutions and implement them in a timely manner. This skill is an essential part of strategic thinking as it involves taking calculated steps to address and overcome issues that may deter the progression of an individual or organization. 18 Critical Thinking: Critical thinking involves questioning assumptions, evaluating different perspectives, and justifying one's reasoning or decisions that align with long-term objectives. 19. Forecasting: Forecasting entails predicting future trends or events based on past and present data. In strategic thinking, forecasting helps to anticipate possible future scenarios, ensuring plans are robust and can adapt to a range of potential outcomes. 20. Flexibility & Adaptability: Flexibility and adaptability: Flexibility and adaptability involve adjusting plans are robust and can adapt to a range of potential outcomes. allows them to update their strategies in response to unexpected events or new information. 21. Visionary Mindset: A visionary mindset involves the ability to envision future possibilities, create innovative ideas, and inspire others with this vision. It is crucial in strategic thinking as it guides the direction of strategic planning, setting the course for future actions. 22. Holistic Understanding: Holistic understanding refers to the ability to view a situation as a whole, recognizing the interconnectedness of different elements. In strategic thinking, this skill ensures a comprehensive view of challenges and opportunities, fostering effective decision-making. 23. Prioritization: Prioritization involves distinguishing between tasks based on their urgency and impact, and then ordering them accordingly. In strategic thinking, this skill aids in focusing resources and efforts on the most crucial aspects first, promoting productive work or maturation of plans. 24. Active Listening: Active listening involves giving full attention to the speaker, understanding their message, and providing appropriate feedback. In strategic thinking, this skill ensures comprehension of different perspectives or novel ideas, leading to informed strategic thinking, being decisions. 25. Decisiveness: Decisiveness: Decisiveness: Decisiveness is the ability to make firm decisions quickly. In strategic thinking, this skill ensures timely to make firm decisions. implementation of strategies, keeping pace with the dynamic environment. 26. Empathy & Perspective taking involve understanding another's perspective taking involve understanding another involve understanding another's perspective taking involve understanding another involve unders needs and feelings. 27. Curiosity & Continuous Learning: Curiosity entails having a strong desire to learn and understand, while continuous learning involves a commitment to regularly update and skills. In strategic thinking, these traits stimulate exploration of new ideas and approaches, keeping strategies fresh and responsive to changing contexts. 28. Synthesizing Information: Synthesizing information: Synthesizing information is the ability to explore various sources of data and combine these in a meaningful way. In strategic thinking, this skill helps in making sense of complex data, contributing to sound and informed decision making. 29. Long-term Planning: Long-term planning involves setting goals for the future and devising strategies to achieve them. In strategic thinking, long-term planning allows for the sustained achievement of objectives, giving foresight and direction to immediate actions. 30. Scenario Planning: Scenario planning is the process of forecasting future possibilities and designing appropriate responses. In strategic thinking, this skill aids in preparing for numerous outcomes, ensuring resilience in the face of change and uncertainty. 31. Risk management and assessment involve identifying potential risks, assessing their impact, and devising methods to mitigate them. In strategic thinking, this skill ensures plans are robust and adaptable, maintaining progress even when risks emerge. 32. Resource Allocation: Resource allocation: Resource and expected impact. In strategic thinking, efficient resources (like time, money, or staff) to tasks, based on their importance and expected impact. Systems Thinking: Systems thinking involves understanding how different elements within a system interrelate and influence each other over time. As part of strategies that consider the broader context and relationships between components. 34. Collaboration & Teamwork: Collaboration and teamwork involve working effectively with others towards a shared goal. In strategic thinking, these skills facilitate a productive exchange of ideas, collective problem-solving, and decisions while also receiving and understanding others' input properly. In strategic thinking, effective communication ensures alignment of team understanding, fostering informed and collective decision-making. It involves forecasting, ideation, evaluation, and application, with the ultimate aim of achieving success in an evolving world. To demonstrate your strategic thinking skills, consider the ways you have thought ahead and planned accordingly in a variety of contexts, including in the workplace, entrepreneurship, school, or even justnavigating challenging life situations. Camerer, C. F., Ho, T. H., & Chong, J. K. (2015). A psychological approach to strategic thinking in games. Current Opinion in Behavioral Sciences, 3, 157-162. doi: Covington, M. V. 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Whether you're a private company, municipal government, or nonprofit entity, strategic planning is essential for achieving goals and gaining a competitive edge. By understanding the strategic planning process you can gain valuable insights to develop an effective growth roadmap for your organization. In this blog, we will delve into real-life examples of strategy's Aligned Strategy process to the Largest Bank in Israel. By examining these cases, we can gain a deeper understanding of strategic planning and extract relevant insights that can be applied to your organization. When analyzing strategic plan examples, it is crucial to recognize that a strategic plan goes beyond being a mere document. It should encapsulate your organization's mission and vision comprehensively while also being actionable. Your strategic plan needs to be tailored to your organization's specific circumstances, including factors such as size, industry, budget, and personnel. Simply replicating someone else's plan will not suffice. failure during execution? We believe that a successful strategic plan extends beyond being a static document. It necessitates meticulous follow-through, execution, documentation, and continuous learning. It serves as the foundation upon which your future plans are built. It is important to note that a company's success is not solely determined by the plan itself, but rather by how effectively it is executed. Our intention is to highlight the diverse roles that a company's mission, vision, and values play across different organizations, whether they are large corporations to multi-year periods. There is no one-size-fits-all example of a strategic plan, as each organization possesses unique needs and circumstances that must be taken into account. Strategic planning is an essential process for organizations of all sizes and types. It assists in setting a clear direction, defining goals, and effectively allocating resources. To gain an understanding of how strategic plans are crafted, we will explore a range of examples, including those from private companies, nonprofit organizations, and government entities. Throughout this explore a range of examples, including those from private companies, nonprofit organizations, and government entities. help you determine the most suitable approach for your own organization. Watch: Examples of Strategic Plans from Real-Life Organizations Simplify Your Strategic decisionmaking, planning, and stakeholder engagement to drive effective change. Strategic Plan Example - The Bank Hapoalim Vision: To be a leading global financial freedom. Bank Hapoalim, one of Israel's largest banks with 8,383 branches across 5 different countries as of 2022, has recently provided insights into its latest strategic plan. The plan highlights four distinct strategic priorities: Continued leadership in corporate banking operating model Resource optimization and greater productivity Differentiating and influential innovation Check out their strategic plan here: Strategic Plan (2022-2026) We talked to Tagil Green, the Chief Strategic planning timeline, the collaborative work they engaged in with McKinsey, and the crucial steps taken to secure buy-in and ensure successful implementation of the strategic plans. While many companies typically allocate one, two, or three days for strategic planning meetings during an offsite, Bank Hapoalim recognized the significance of their size and complexity. As a result, their strategic plan took a comprehensive year-long effort to develop. How did a Large Global Organization like Bank Hapoalim decide on what strategic planning timeline to follow? "How long do you want to plan? Some said, let's think a decade ahead. Some said it's irrelevant. Let's talk about two years ahead. And we kind of negotiated into the like, five years ahead for five years and said, Okay, that's good enough, because some of the complexity and the range depends on the field that you work for. So for banking in Israel, four or five years ahead, is good enough. " Tagil Green, Chief Strategy Officer, Bank Hapoalim Another important aspect you need to consider when doing strategic planning is stakeholder engagement, We asked Tagil her thoughts and how they conducted stakeholder engagement with a large employee base. Listen to the Full Conversation with Tagil: Strategic Planning and Execution: Insights from the Chief Strategy Officer of Israel's Leading Bank Strategic Plan Example: Region 16 and DEED (Joint Strategic Plan) Mission Statement: We engage state, regional, tribal, school, and community partners to improve the quality and equity of education for each student by providing evidence-based services and supports. In this strategic plan example, we'll explore how Region 16 and DEED, two governmentoperated Educational Centers with hundreds of employees, aligned their strategic plans using SME Strategy's approach. Despite facing the challenges brought on by the pandemic, these organizations sought to find common ground and ensure alignment on their mission, vision, and values, regardless of their circumstances. Both teams adopted the Aligned Strategy method, which involved a three day onsite strategic planning session facilitator. Together, they developed a comprehensive 29-page strategic planning facilitator. Together, they developed a comprehensive and strategic planning facilitator. year vision, defined their core customer group as part of their mission, refined their organizational values and behaviors, and prioritized their areas of focus. Effective Communication, both internally and externally. Streamlining Processes to enhance efficiency. Developing Effective Relationships and Partnerships for mutual success. By accomplishing their goals within these strategic priorities, the teams from Region 16 and DEED aim to make progress towards their envisioned future. To read the full review of the aligned strategy process click here Strategic Plan Example: (Government Agency) - The City of Duluth Workforce Development Board What they do: The Duluth Workforce Development Board identifies and aligns workforce development strategies to meet the needs of Duluth area employers and job seekers through comprehensive and coordinated systems. Vision An engaged and diverse workforce, where all individuals, regardless of background, have or are on a path to meaningful employment and a family sustaining wage, and all employers are able to fill jobs in demand. The City of Duluth provides an insightful example of a strategic plan focused on regional coordination to address workforce needs in various industry sectors and occupations. With multiple stakeholders involved, engaging and aligning them becomes crucial. This comprehensive plan, spanning 82 pages, tackles strategic priorities and initiatives at both the state and local levels. What sets this plan apart is its thorough outline of the implementation process. It covers everything from high-level strategies to specific meetings between different boards and organizations. Emphasizing communication, coordination, and connectivity, the plan ensures the complete execution of its objectives. It promotes regular monthly partner meetings, and collaboration among diverse groups. The plan also emphasizes the importance of proper documentation and accountability throughout the entire process. By providing a clear roadmap, the City of Duluth's strategic plan effectively addresses workforce needs while fostering effective stakeholder engagement. It serves as a valuable example of how a comprehensive plan can guide actions, facilitate communication, and ensure accountability for successful implementation. Read this strategic plan example here: Strategic Plan (2021-2024) Strategic Plan Example: McDonald's (Multinational Corporation) McDonald's provides a great strategic plan example specifically designed for private companies. Their "Velocity Growth Plan" covers a span of three years from 2017 to 2020, offering a high-level strategic direction. While the plan doesn't delve into specific implementation details, it focuses on delivering an overview that appeals to investors and aligns the staff. The plan underscores McDonald's commitment to long-term growth and addressing important environmental and societal challenges. It also highlights the CEO's leadership in revitalizing the company and the active oversight provided by a specific implementation details, it focuses on delivering an overview that appeals to investors and aligns the staff. the Board of Directors. The Board of Directors plays a crucial role in actively overseeing McDonald's strategy. They engage in discussions, and maintain continuous monitoring of the company's operations in response to the ever-changing business landscape. The McDonald's strategic plan revolved around three core pillars: Retention: Strengthening and expanding areas of strength, such as breakfast and family occasions. Regain: Focusing on food quality, convenience, and value to win back lost customers. Convert: Emphasizing coffee and other snack offerings to attract casual customers. These pillars guide McDonald's through three initiatives, driving growth and maximizing benefits for customers in the shortest time possible. Read the strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlald's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan Example of Mcdonlad's Velocity growth plan (2017-2020) Strategic Plan (2017 Nike, as a publicly traded company, has developed a robust global growth strategy outlined in its strategic plan. Spanning a five-year period from 2021 to 2025, this plan encompasses 29 strategic targets that reflect Nike's strong commitment to People, Planet, and Pay. Each priority is meticulously defined, accompanied by tangible actions and measurable metrics. This meticulous approach ensures transparency and alignment across the organization. The strategic plan of Nike establishes clear objectives, including the promotion of pay equity, a focus on education and professional development, and the fostering of business diversity and inclusion. By prioritizing these areas, Nike aims to provide guidance and support to its diverse workforce, fostering an environment that values and empowers its employees. Read Nike's strategic Plan (3 Tiers) Strategic Plan Example (Non Profit) - Alternatives Federal Credit Union Mission: To help build and protect wealth for people with diverse identities who have been historically marginalized by the financial industry, especially those with low wealth or identifying as Black, Indigenous, or people of color. AFCU recognized the importance of strategic planning to align its team and operational components. The focus was on key elements such as Vision, Values, Priorities, and Progress tracking. In line with the Aligned Strategy approach, AFCU developed three strategic priorities to unite its team and drive progress towards their vision for 2024. Alongside strategic planning, AFCU has implemented a comprehensive strategic priorities: Aligned Team Vision and strategic priorities: Aligned Team Vision, enhance efficiency, and establish sustainable community development approaches, our efforts will revolve around the following priorities: Strategic Priorities: Improving internal communication: Enhancing communication channels and practices within AFCU to foster collaboration and information sharing among team members. Improving organizational performance: Implementing strategies to enhance AFCU's overall performance, including processes, systems, and resource utilization. Creating standard operations, increase efficiency, and ensure consistency across AFCU's activities. By focusing on these strategic priorities, AFCU aims to strengthen its capacity to effectively achieve its mission and bring about lasting change in its community. Watch the VP and Chief Strategy Officer of AFCU case study with the VP and Chief Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study with the VP and Chief Strategic Plan Example case study with the VP and Chief Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the VP and Chief Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the VP and Chief Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study below: Watch the Full Strategic Plan Example case study be poverty by pioneering sustainable, grassroots, women-centered strategies and advocating for their widespread adoption in countries throughout the world. The Hunger Project, a small nonprofit organization based in the Netherlands, offers a prime example of a concise and effective three-year strategic plan. This plan encompasses the organization's vision, mission, theory of change, and strategic priorities. Emphasizing simplicity and clarity, The Hunger Project's plan outlines crucial actions and measurements required to achieve its goals. Spanning 16 pages, this comprehensive document enables stakeholders to grasp the organization's direction and intended impact. It centers around three overarching strategic goals, each accompanied by its own set of objectives and indicators: deepening impact, mainstreaming impact, and scaling up operations. Read their strategic plan here Strategic plan example: (Municipal Government)- New York City Economic Development Plan is a comprehensive 5-year strategic plan tailored for a municipal government. Spanning 68 pages, this plan underwent an extensive planning process with input from multiple stakeholders. This plan highlights the organization's problems, the city's strengths, and the opportunities and threats it has identified. These include New York's diverse population, significant wealth disparities, and high demand for public infrastructure and services. The strategic plan was designed to provide a holistic overview that encompasses the interests of a diverse and large group of business, labor, and community leaders. It aimed to identify the shared values that united its five boroughs and define how local objectives align with the interests of greater New York City. accompanied by a clear set of actions required to achieve shared goals. Because of its diverse stakeholder list including; council members, local government officials, and elected representatives, with significant input from the public, their strategic plan took 4 months to develop. Read it's 5 year strategic plan took 4 months to develop. Read it's 5 year strategic plan took 4 months to develop. and simplicity. Despite being in its second year of operation, this strategic plan example effectively conveys the organization's mission and values to its Board of Directors. The company also conducts thorough analyses of the electric utility industry and anticipates major challenges in the coming years. Additionally, it highlights various social initiatives aimed at promoting community, environmental, and economic benefits that align with customer expectations. "This plan recognizes the goals. The purpose of this plan is to ensure transparency in our operations and to provide a clear direction to staff about which strategies and tactics we will employ to achieve our goals. It is a living document that can guide our work with clarity and yet has the flexibility to respond to changing environments as we embark on this journey."Girish BalachandranCEO, Silicon Valley Clean Energy This strategic plan example offers flexibility in terms of timeline. It lays out strategic initiatives for both a three-year and five-year period, extending all the way to 2030. The plan places emphasis on specific steps and targets to be accomplished between 2021 and 2025, followed by goals for the subsequent period of 2025 to 2030. While this plan doesn't go into exhaustive detail about implementation steps, meeting schedules, or monitoring mechanisms, it effectively communicates the organization's priorities and desired long term outcomes. Read its strategic plan examples, you can create a strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan example here SUMMARY: By studying these strategic plan examples, you can create a strategic plan examples, you c decision-making and resource allocation. Strategic planning approaches differ among various types of organizations. Private companies like McDonald's provides a high-level overview of its strategic planning the approaches differently from public companies. investor overview. Nonprofit Organizations: Nonprofit organizations, like The Hunger Project, develop strategic plans tailored to their unique mission, mission, theory of change, strategic priorities, and action items with measurable outcomes. Government Entities: Government entities, such as the New York City Development Board, often produce longer, comprehensive strategic plans to guide regional or state development. These plans include implementation plans, stakeholder engagement, performance measures, and priority projects. When creating a strategic plan for your organization, consider the following key points: Strategic Priorities: Define clear strategic priorities that are easy to communicate and understand. Stakeholders. Measurements: Include relevant measurements and KPIs, primarily for internal use, to track, monitor and report your progress effectively. Conciseness vs. Thoroughness: Adapt the level of detail in your plan based on the size of your organization and the number of stakeholders involved. By learning from these examples, you can see that developing a strategic plan should be a process that fits your organization, effectively communicates your goals, and provides guidance for decision-making and resource allocation. Remember that strategic planning is an ongoing process that requires regular review and adjustment to stay relevant and effective. Ready to Start Your Strategic Plan? The Strategic Plan? The Strategic Plan? The Strategic Plan? understanding ('know-how') for effective strategic planning? Learn how our facilitators can lead you through a proven process, ensuring effectiveness, maintaining focus, and fostering team alignment. Small to midsize businesses (SMBs) make up the vast majority of businesses in the US, according to the US chamber of Commerce, and they are widely considered to be engines of innovation in the overall economy. But for many founders of these organizations, creating and maintaining strategic plans to keep those ships sailing smoothly five, ten, or even twenty years into the future can be immensely difficult. Don't worry, though: We've got you covered. In this article, we'll guide you through strategic planning examples and approaches for small to midsize companies in all types of industries. With a little foresight, you can ensure the strategic planning process is an effective means of building a company you'll love forever If you want to: Move your organization in the direction you intend for long-term success. Implement your plan smoothly for greater growth. Use a better platform for developing a truly effective strategic plan. ... then you'll love this guide. Let's get started. What's Covered in This Guide Click on each to jump to that section. What Is Strategic Planning? Strategic planning is the process you use to: Establish and document a clear direction for your organization. Identify business goals and set priorities that create growth for your organization. Identify business goals and set priorities that create growth for your organization. want to, they use a strategic plan to: Strengthen their operation. Focus on collective energy and resources. Enable leaders, teams, and other stakeholders to work toward common goals. Make agreements around desired results. Refresh direction and prevail over a changing or challenging environment. Thinking strategically helps companies take the right action for more success and better outcomes. Some even call it an art. How Many Types of Business Plans Are There? Strategic plans are one of three essential business essential business plans are one of three essential business plans are one of three essential business essential business plans are one of three essential business plans are one of three essential business essential business plans are These three thought processes often work in concert to help you create a framework that achieves your desired objectives. Strategic plans are designed for multilevel involvement throughout the entire organization. Leaders will look ahead to where they want to be in three, five, and ten years and develop a mission. Tactical plans support strategic plans. They outline the specific responsibilities and functionalities at the department level so team members know how to do their part to make the strategic plan successful. Operational plans focus on the highly detailed procedures, processes, and routine tasks that frontline team members must accomplish to achieve desired outcomes. What Is the Goal of Strategic Planning? The goal of your strategic plan is to determine: Where your company stands in relation to the current business environment. Understand how you differentiate from your company's Vision, culture, Core Values, and goals. Envision how you see the company 5-10 years from now. What you need to do to get there. You come away from your strategic objectives. Determine better ways to enable and implement change, schedule deadlines, and structure goals so they're achievable. The main purpose of your strategic plan is to create clearly defined goals for achieving the growth and success your organization reds. These goals are connected to your organization reds. These goals are connected to your organization reds. strategic plan so your organization moves in the direction you intend for long-term success. This usually involves establishing ongoing practices and benchmarks, allocating resources, and providing leadership that supports your Vision. strategies are created to account for risks and opportunities. A descriptive approach is principle-driven and focuses on how strategies are implemented to account for risks and opportunities. A descriptive approach is principle-driven and focuses on how strategies are implemented to account for risks and opportunities. can be great when: Your entire organization supports the plan. Your business is set up to succeed. Your team members are more likely to stay on track without being distracted or derailed. You make better decisions based on metrics that facilitate course correction. Everyone in your company is involved and invested in better outcomes. Departments and teams are aligned across your company. People are committed to learning, leading, and coaching. Productivity increases, and performance improves. Creativity is encouraged and rewarded. 4 Examples of Strategic Planning Strategic Planning Strategic Planning Strategic Planning. company goals that are: 1. Purpose-driven Align your strategic plan with the Vision as you understand it. 2. Actionable Actionable Actionable Actionable It's critical for you to track your strategic plan with the Vision as you understand it. 2. Actionable Actionable Actionable It's critical for you to track your strategic plan with the Vision as you understand it. 2. Actionable meet the goals more effectively. 4. Focused Long-term A long-term focus distinguishes a strategic plan from operational goals, which involve daily activities and milestones required for success. When planning strategically, you're looking ahead to the company's future. The Strategic Planning Process in 11 Steps A strategic plan isn't written in a day: Critical thinking evolves over several months. Those involved in the strategic planning are usually a Senior Leadership Team and team members from your company is a more established small or midsize business, it's not too late to start working on strategy. Flexible timing that's tailored to the needs of your organization is smart. Although the frequency of strategy sessions is up to you, many leaders use these milestones as a guide: When the economy, your market, and industry trends change, or a global event occurs (like the onset of a pandemic) Following a change in senior leadership Before a product launch or when a new division is added to your business After your company merges with another organization During a convenient time frame such as a quarterly and annual review Many organizations opt to schedule regular strategic reviews either quarterly or annually. Especially when crafting a plan, your strategic planning team should meet regularly. They will often follow predetermined steps in the development of your long-term plan. What are the 11 steps of strategic planning? 1. Identify your company's strategic planning? from both internal and external sources. You may want to conduct a comprehensive SWOT analysis. Your strengths and weaknesses are directly related to your success. They also influence the likelihood of increased market share in the future. 2. Define your unique Vision. What would success look like for you in three years? Ten years? Five years? Ten years? Five years? Ten years? Five years? Ten y Many companies use financial forecasting for this purpose. A forecast can assign anticipated measurable results, return on investment, or profits and cost of investment, or profits and cost of investment, or profits and cost of investment. will have objectives that will have the most impact. 5. Create specific strategic objectives. Your strategic objectives identify the conditions for your success. For instance, they may cover: Value: Increasing revenue and shareholder value, budgeting cost, allocating resources aligned with the strategic objectives. financial stability. Customer Experience: Identifying target audiences, solution-based products and services, value for the cost, better service, and improving workplace safety. Learning and Growth: Training leaders and teams to address change and sustain growth, improving employee productivity and retention, and building high-performing teams. 6. Set specific strategic initiatives. Strategic initiatives are your company's actions to reach your strategic objectives, such as raising brand awareness, a commitment to

product development, purpose-driven employee training, and more. 7. Develop cascading goals. Cascading goals are like cascading messages: They filter your strategy throughout the company from top to bottom. The highest-level goals align with both mid-level goals and the individual goals team members must accomplish to achieve overall outcomes. This helps everyone see how their performance will influence overall success, which improves engagement and productivity. 8. Create alignment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your commitment to inform and engage your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is directly impacted by your entire workforce in strategy is dincided by your entire workforce in everyone is connected and working together to achieve your goals. Overall decision-making becomes easier and more aligned. 9. Consider strategy mapping. A strategy mapping. A strategy map is an easy-to-understand diagram, graphic, or illustration that shows the logical, cause-and-effect relationship among various strategic objectives. They are used to quickly communicate how your organization creates value. It will help you communicate the details of your strategy informs the creation of SMART organizational goals, benchmarks can be established and metrics can be assigned to evaluate performance within specific time frames. Key performance and productivity with long-term strategic objectives. 11. Evaluate the performance of your plan regularly. You write a strategic plan to improve your company's overall performance. you're on your way to achieving your objectives or whether your plan needs an adjustment. What Does Strategic Planning Involves creating a company culture of good communication and accountability. It involves creating and embracing the opportunity for positive change. Consider these statistics: In many companies, only 42% of leaders and 27% of employees have access to a strategy's potential is lost to poor communication. What leaders care about makes up at least 80% of the content of their communications. But those messages do not tap into around 80% of their employees' primary motivators for putting extra energy into a change program. 28% of leaders say one of the main reasons strategic initiatives succeed is the ability to attract skilled personnel; 25% say it's good communication; 25% say it's the ability to manage organizational change. Here's what you can do to embrace a culture of good communication and accountability: Make your strategic plan visible. Talk about what's working and what isn't. People want to know where and how they fit into the organization and why their contribution is valuable - even if they don't understand every element of the plan. Build accountability. If you've agreed on a plan with clear objectives and priorities, your leaders have to take responsibility for what's in it. They must own the objectives and activities in your plan. Create an environment for change. It's much more difficult to implement a strategy if you think there will be no support or collaboration from your team members. Addressing their concerns will help build a culture that understands how to champion change. How to Implement Your Strategic Plan 98% of leaders think strategy implementation. 61% of leaders acknowledge that their organizations often struggle to bridge the gap between strategy formulation and its day-to-day implementation. 45% of leaders say ensuring team members take different actions or demonstrate different behaviors is the toughest implementation. 39% of leaders say one of the main reasons strategic plans succeed is skilled implementation. The reality for so many is that it's harder to implement a strategic plan than to craft one. Great strategic ideas and a clear direction are key to success, no matter what. But so is: Turning strategic ideas into an easy-to-implement framework that enables meaningful managing, tracking, and adapting Getting everyone in the organization on the same strategic ideas into a execution When your plan is structured to support implementation, you're more likely to get it done. Examples of Strategic Plans What are examples of good strategic planning? If you prefer a more traditional approach, there's lots of templates out there to help you create a plan document with pen and paper whether you're a for-profit or nonprofit entity. But Ninety has a better way. The Vision planner is essentially a strategic planning template on Ninety's cloud-based platform that allows you to: Set goals, establish how you will meet them, and share them with those who need to know. Gain visibility around your company's Core Values. Create Core Values, a niche, and long-term goals that are accessible to everyone in your company. Create a Vision that lets you know what needs to happen now. Easily update and track changes. Bring alignment to your entire organization. And you can do all this with only two digitized pages. In your Vision tool inside Ninety, you can easily access all the things that make strategic plans effective by either using our default categories or making custom ones that meet your company's specific needs. While you can include information about your Vision, goals, SWOT analysis, and key performance indicators from the start, here are some examples of custom options you could add to help more effectively implement your strategic plan: Executive Summary Elevator Pitch Compelling Why Industry Analysis Marketing Strategy Operations Plan Financial Projections Your Vision and goals are also completely integrated with all other features on Ninety, such as Scorecards, Rocks, To-Dos, Issues, Org Chart, Meetings, 1-on-1s, and more: Create a clear game plan for each team. Determine one- and three-year goals. Reference past versions in a Vision archive. Share your Vision with all teams, or keep it private if it's still in progress. Get Your Strategic Planning Done on Ninety Now that you've learned how to grow your company using strategic planning, it's time to put your knowledge into practice. Build your strategic plan on Ninety now.