

6 Key Factors to Successful Strategic Planning

1

Create a Collaborative Inclusive Process



Collaboration is at the center of a successful strategic planning process. The fear of too many cooks in the kitchen is understandable, but creating a strategic plan in a silo is a huge mistake. The more inclusive and collaborative your process, the more support you will have across a diverse set of stakeholders, and the more your strategic plan will accurately reflect your organization's vision for the future.

2

Operate Off Data—Not Assumptions



Everyone makes assumptions, and has pre-conceived notions about their organization. However, starting the planning process without gathering data will set you up to fail. It's important to know where your organization is today, not where it was in the past. Using current data ensures you are solving current problems.

3

Set an Expectation for Shared Responsibility and Ownership



Oftentimes in a strategic planning process, a planning committee is appointed without much thought about their specific responsibilities, and without clearly defined expectations for participation. However, finding the right people (think team-players) to participate on the committee, giving them an opportunity to take ownership of the process, empowering them to make decisions, encouraging them to voice their concerns, and enabling them to serve as champions for the process is vital to your success.

4

Prioritize Transparent Communication



Transparency, more than anything, builds trust. If your stakeholders are going to buy into the plan, they need to trust you and trust the process. They also need to see how their ideas and inputs are being captured and shared through regular, transparent updates and communications.

5

Think Past the Strategic Plan



The last thing you want after completing a strategic plan is to have a document that sits on the shelf and gathers dust. Because of this, it's vital to look past the planning phase and think through how you'll actually implement your plan. This includes having a clear understanding of your capacity and the resources at your disposal, and determining the few priorities that will best help your organization achieve its goals. Successful strategic planning necessitates asking critical questions, making sometimes difficult decisions, and being OK with saying "no".

6

Commit to Making Changes—Especially Leadership



Change is difficult for everyone. It's especially difficult for organizations that have been doing things a certain way for a long time. However, external forces such as changing demographics and technological advances often necessitate major changes for an organization to remain relevant. To ensure your strategic plan's success, leadership needs to be willing to commit to letting go of outdated processes, rethinking their strategy, and making the changes necessary to lead your organization into the future.



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