Organizational Alignment Checklist

Check Yes or No; sorry, there's no answer in between.

Goals

- [ ] My organization has a clearly articulated set of strategic goals.
- [ ] My organization regularly communicates its strategic goals to all workers.
- [ ] My organization conducts a process to update its strategic goals several times a year.
- [ ] My organization's strategy development process involves a wide range of stakeholders inside and outside the organization.

ALIGNMENT

- [ ] I can stop any worker in the organization in the hallway, and a high percentage of people will be able to accurately state the organization's strategic goals.
- [ ] I can stop any worker in the organization in the hallway, and a high percentage of people will be able to accurately describe their own strategic goals.
- [ ] I can stop any worker in the organization in the hallway, and a high percentage of people will be able to accurately describe which of their own strategic goals maps to specific organizational strategic goals.

VALUES

- [ ] My organization has a clearly articulated set of values.
- [ ] I can stop any worker in the organization in the hallway and ask them to describe the top three ways that people are successful in the organization, and a high percentage of people will give a consistent answer.

Data

- [ ] My organization uses data to determine how well it is achieving its strategic goals.
- [ ] My organization provides data to workers so they can know the effectiveness of their contributions to achieving the organization's strategic goals.

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