



Strategic Plan Framework

Aligning Vision, Strategy, and Organizational Performance

Purpose

A strategic plan provides organizational direction by aligning mission, vision, leadership priorities, and organizational capacity. More than a planning document, it serves as the roadmap for decision-making, resource allocation, accountability, and long-term organizational performance.

This framework is designed to help executive leaders, boards, and management teams create a practical strategic plan that strengthens organizational effectiveness while preparing the organization for future growth.

Organization Information

Organization Name:

Planning Period:

Prepared By:

Date:

Executive Planning Questions

Before beginning the planning process, leadership should consider the following.

Organizational Purpose

Why does our organization exist?

Vision

What future are we working to create?

Current Reality

Where is the organization today?

Desired Future State

Where do we want the organization to be at the conclusion of this strategic plan?

Mission Statement Review

Current Mission Statement

Does the mission continue to accurately reflect the organization's purpose?

☐ Yes

☐ No

Recommended Changes

Vision Statement Review

Current Vision Statement

Does the vision inspire future direction?

☐ Yes

☐ No

Recommended Changes

Environmental Assessment (SWOT)

Strengths

Weaknesses

Opportunities

Threats

Strategic Priorities

Identify the organization's primary strategic priorities for this planning period.

Priority 1

Desired Outcome

Priority 2

Desired Outcome

Priority 3

Desired Outcome

Priority 4

Desired Outcome

Priority 5

Desired Outcome

Strategic Initiatives

Strategic Initiative Executive Owner Timeline Success Measure

Organizational Capacity Assessment

Evaluate organizational readiness to execute the strategic plan.

Area	Strong	Adequate	Needs Attention
Leadership	☐	☐	☐
Governance	☐	☐	☐
Financial Capacity	☐	☐	☐
Workforce	☐	☐	☐
Technology	☐	☐	☐
Organizational Culture	☐	☐	☐
Communications	☐	☐	☐
Infrastructure	☐	☐	☐

Performance Measures

How will success be measured?

Objective Key Performance Indicator Target Review Frequency

Risk Assessment

What factors could prevent successful execution?

- ☐ Funding
- ☐ Staffing
- ☐ Leadership Transition
- ☐ Economic Conditions
- ☐ Technology
- ☐ Regulatory Changes

☐ Market Conditions

☐ Other _____

Mitigation Strategies

Implementation Timeline

Quarter 1

Major Activities

Responsible Leader

Quarter 2

Major Activities

Responsible Leader

Quarter 3

Major Activities

Responsible Leader

Quarter 4

Major Activities

Responsible Leader

Executive Team Review

Key decisions made during the planning process.

Board Approval

Approval Date:

Approved By:

Recommended Revisions

Annual Strategic Review

What strategic accomplishments were achieved?

What priorities remain?

What new priorities should be considered?

LEAP Executive Perspective

Strategy is not simply about planning the future.

It is about intentionally building the organizational capabilities required to achieve that future.

Organizations that consistently outperform align leadership, culture, people, resources, governance, and execution around a shared strategic direction.

Strong strategic plans become leadership disciplines—not documents that sit on shelves.

Professional Use Notice

This resource is provided by **LEAP Skill Builders** as an educational and executive planning tool. It is intended to support leadership discussion, organizational planning, and informed decision-making. It should not be relied upon as legal, accounting, tax, investment, or other professional advice. Every organization operates within unique circumstances, and leaders should exercise independent judgment and consult appropriate professionals when making significant organizational, financial, governance, or regulatory decisions.

© 2026 LEAP Skill Builders. All Rights Reserved.

www.LEAPSkillBuilders.com

Building Adaptive Organizations Through Better Leadership