

Suggested Strategic Assessment Questions

As a leader, your focus on strategy can help ensure the success of your organization's mission. Below are a few useful strategic assessment questions to help you develop an effective plan of action both short and long term.

- Has the organization established an integration process that creates a governance process that includes all key stakeholders?
- Is the agency leadership aware of Presidential and legislative priorities that will determine agency programs and priorities?
- Do you have a business plan that is aligned with the agency mission and strategic direction?
- What is your organization's strategic direction for the short-term (1-3 years) and long-term (4-5 years)?
- What are your anticipated sources of program funding for the next 1-3 years?
- What program changes do you expect to occur over the next 5 years? What do you think will drive these changes?
- What emerging challenges exist in the following environments?
 - Political
 - Economic
 - Social
 - Technological
 - Environmental
 - Legislative
- What are your top organizational strengths and challenges?
- How well-positioned is your organization to survive change (e.g., increase/loss of partners, budget, programs, etc.)?
- Is your organization positioned to institute a Strategic Human Capital Management process that includes a strategic workforce planning component?
- Have metrics been established that will assess whether or not the agency is meeting its objectives?
- Based on your workforce analysis, do you see any functions that could potentially be consolidated, including any skills or positions that could be filled through private sector contracts?