

Leadership Alignment Questions

Use these prompts before a major change, planning cycle, or executive retreat.

Strategic clarity

- What future are we implicitly preparing for?
- Where do we have confidence, and where are we guessing?
- Which decision would benefit most from outside evidence or facilitation?

Team alignment

- What does each leader believe is most urgent?
- Where are we using the same words but meaning different things?
- What tradeoffs are we avoiding because they are uncomfortable?

Execution and learning

- What would tell us we are making progress?
- What would tell us our strategy needs to change?
- Who needs coaching, support, or clearer authority to move the work forward?