

# COLLBOLD STRATEGY CONSULTING

## STRATEGY ALIGNMENT PROCESS

At CollBold, we believe that strategy only matters when it is understood, owned, and lived throughout the organization. Our Strategy Alignment Process helps leadership teams translate strategy from the boardroom into daily execution creating focus, accountability, and measurable results.



### Preparation (1–2 Weeks)

Every engagement begins with a deep understanding of the client's context, ambition, and challenges.

**We:** Form a core strategy team drawn from senior management across key departments.

Facilitate alignment between strategic intent and stakeholder expectations including shareholders, employees, partners, and regulators.

Assign a CollBold Strategy Facilitator to moderate discussions and ensure inclusive participation.

**Outcome:** A shared strategic intent, unified leadership commitment, and a readiness framework for alignment.



### Alignment Workshops (3 Sessions)

We design and deliver a structured series of facilitated sessions to cascade strategy throughout the organization:

**Workshop 1:** Vision & Annual Objectives — define where the organization is going and what must be achieved in the next 12 months.

**Workshop 2:** Strategic Cascading — translate enterprise goals into departmental and team objectives, clarifying interdependencies.

**Workshop 3:** Execution Blueprint co-create action plans, communication flows, and accountability frameworks.

**Outcome:** Clear line-of-sight from corporate strategy to team-level action; ownership at every level.



### Deployment (4–12 Weeks)

CollBold supports implementation through guided roll-out sessions and progress clinics.

#### We help teams:

- Embed strategy into operational routines, meetings, and dashboards.
- Use visual tools like Strategy Maps, OKRs, and Kanban Boards to track progress.
- Strengthen the culture of execution, feedback, and agility.

**Outcome:** Strategy becomes part of daily work, not an annual event.



### Monthly Review (2–3 Hours per Month)

Each month, we facilitate data-driven reviews focused on performance and learning.

**We:** Collect and analyze KPIs and milestones.

Highlight wins, gaps, and strategic risks.

Adjust priorities, resources, and timelines collaboratively.

**Outcome:** An agile, informed leadership team continuously realigning towards the vision.



### Annual Evaluation (1-Day Strategy Retreat)

The annual review consolidates learning and sets direction for the next cycle.

#### Our Seven-Step CollBold Review Framework includes:

- Welcome and Context Reset
- Review of Strategic Performance
- External Scan — market shifts, risks, and opportunities
- Internal Assessment culture, capabilities, and systems
- Strategic Realignment refresh priorities and strategic focus areas
- Execution Roadmap update action plans and timelines
- Closing and Commitment Session

**Outcome:** Renewed clarity, refocused priorities, and organizational energy to execute.



### Practical Tips from CollBold Consultants

- Define measurable and actionable KPIs at every level.
- Pilot critical changes before full-scale rollout.
- Use transparent tools (Kanban boards, dashboards) for team visibility.
- Keep strategy conversations alive through monthly reflection sessions.