



## *Are you ready for strategic planning?*

For a successful strategic planning process, the board and staff should start out committed, enthusiastic, and invested in creating a shared vision of the future of the organization. The primary participants in the strategic planning process should be prepared to commit themselves to thoughtful appraisals of current conditions, an openness to new ideas, a willingness to accept consensus, and determination to move from vision to implementation. Together, the team will develop a strategic planning document that clearly defines goals, activities, timeframes, and the respective roles of board and staff members.

**In order to determine if conditions are right at your organization to undertake strategic planning at this time, consider the following questions:**

- Is there extensive support for planning in your organization?
- Is your board supportive of strategic planning?
- Can you identify a board or staff member to serve as a leader for the strategic planning process?
- Do your organization's leaders have the time to devote to strategic planning without creating a negative impact on ongoing operations?
- Does your organization have a history of implementing successful projects or initiatives?
- Are there major changes expected in your organization over the next year?

**If you answered no to more than two of these questions, consider addressing those questions before applying for strategic planning assistance.**

**In addition, be aware of the following pitfalls that, if common at your organization, could adversely affect the strategic planning process:**

- Weak board commitment or lack of ownership
- Little or no organizational buy-in for planning
- Lack of willingness to invest time and resources
- Currently dealing with a crisis that would distract from your ability to focus on more strategic issues
- Living in the past – “we’ve always done it this way”
- “Wish-list” mentality
- Indecisiveness
- Divisiveness or power struggles
- Staff resistance

**If you aren't ready at this time, remember there will be additional opportunities to apply for strategic planning assistance through DHPSNY. Applications are open year round and reviewed three times a year in March, July and November. For additional information or assistance, contact Amanda Murray, DHPSNY Program Manager, at 215-545-0613 ext. 337 or [amurray@dhpsny.org](mailto:amurray@dhpsny.org).**