

EDGE: Leadership Alignment Activity

Reveal misalignment in strategic understanding before it derails execution.

EDGE Core Toolkit – #5 - Evaluate | Breakthrough Edge



Purpose

This activity helps expose how aligned (or misaligned) a leadership team is on strategic priorities and success criteria. Often, the gap isn't in commitment — it's in clarity. By making individual perspectives visible, you create the foundation for shared understanding and direction.

When to Use

Use this tool at the start of strategy sessions, transformation efforts, or major change initiatives. It's ideal for setting context before designing plans, initiatives, or governance structures.

Instructions

1. Ask each participant to independently write down the organization's top 3 priorities for the next 12 months.
2. Have them also define what success would look like for each priority.
3. Collect responses anonymously or in a shared space (e.g., whiteboard or shared document).
4. Compare results — tally common themes vs. divergent answers.
5. Facilitate a discussion on where alignment is strong, where it's weak, and what needs clarification.

Discussion Prompts

- Where are we aligned?
- What's missing or interpreted differently?
- Do our measures of success reflect the same outcomes?
- What assumptions are people making that we haven't discussed?

Optional Output

Create a visual alignment map or heatmap of top themes and outliers. Use this as input for strategy clarification or to refine key communications.