

EDGE: Strategy-to-Execution Gap Check

Test whether your strategy shows up where it matters — in real work.

EDGE Core Toolkit – Evaluate - #2 | Breakthrough Edge



Purpose

The Strategy-to-Work Gap Checker is a practical assessment tool designed to identify whether strategic priorities are meaningfully reflected in day-to-day work, decisions, and accountability. It helps organizations determine how well strategy has been translated into operational execution.

When to Use:

- During strategy rollout to assess operational traction
- When frontline teams seem unaware or misaligned with strategy
- In preparation for transformation, audit, or reorg
- To validate strategic alignment before performance review or refresh

How to Use This Tool

For each item below, answer Yes, No, or Partially.
Tally your results at the end to determine how effectively your strategy is showing up in real work. This tool can be used as a self-assessment or in team discussions.

Gap Checker – Key Questions

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| Do front-line managers and staff know the top 3 strategic priorities for the business? | |
| Are operational KPIs explicitly linked to strategic goals? | |
| Do performance reviews or incentive systems reflect contribution to strategic outcomes? | |
| Are strategic initiatives tracked with clear milestones and owners? | |
| Do department meetings regularly review progress on strategic priorities? | |
| Is resource allocation aligned with strategic focus areas (not just operational needs)? | |
| Are cross-functional initiatives structured to break silos and support enterprise goals? | |
| Are decisions consistently evaluated against their strategic fit or impact? | |
| Do support functions (e.g., HR, IT, SCM) understand their role in strategy execution? | |
| Is there a process to identify and resolve disconnects between strategy and operations? | |

Interpretation Guide

Score Range:

****7–10 Yes****: Strong alignment – strategy is well integrated into operations.

****4–6 Yes****: Partial alignment – some strategic intent is translating into action, but gaps exist.

****0–3 Yes****: Weak alignment – strategy may be isolated from daily work. Action needed.