

Alignment Heat Map

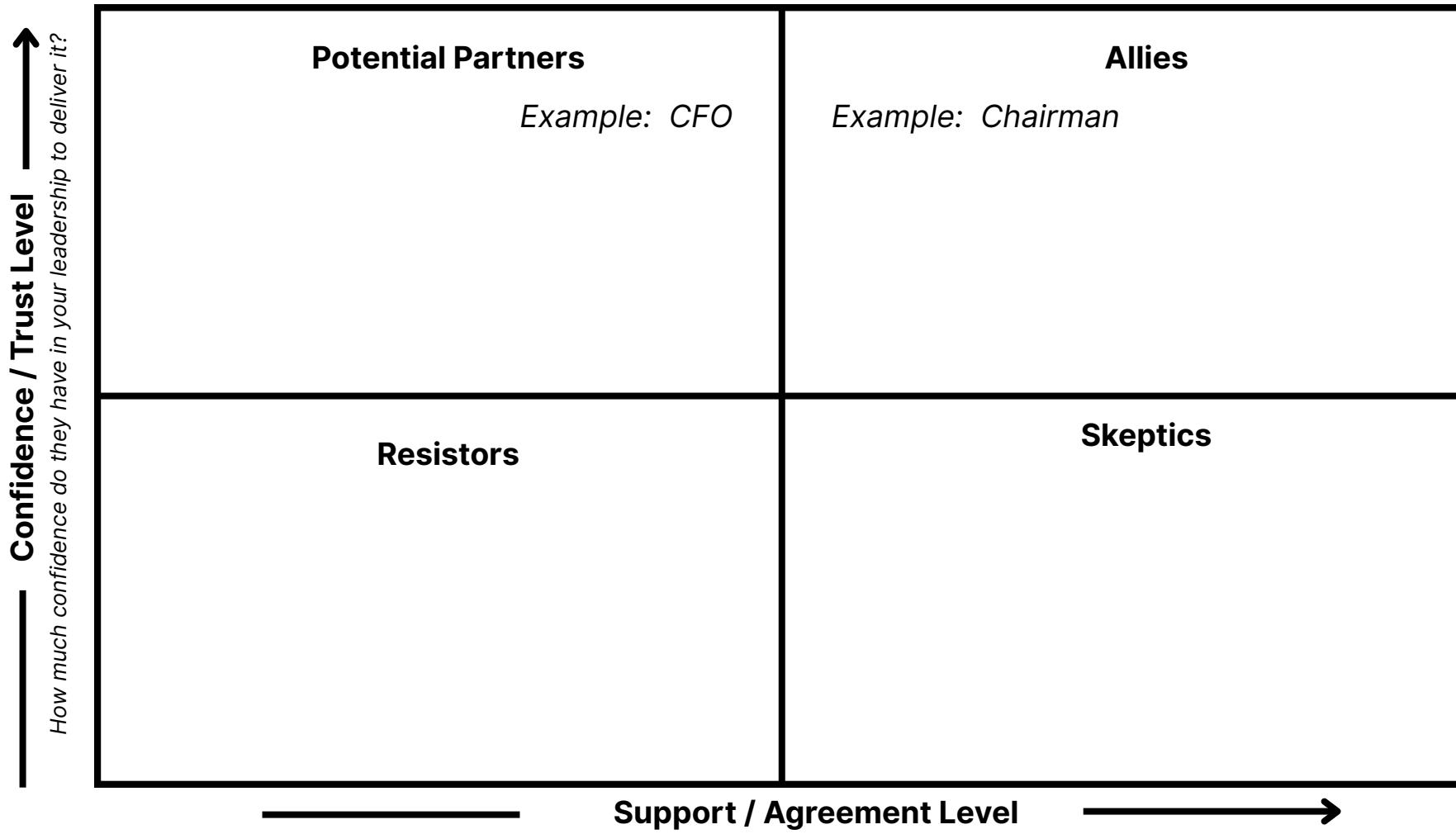
Clarity Builds Fairness

During Phase 3: Test & Align, the leader is testing hypotheses and shaping direction.

But not everyone will see the world - or the future - the same way.

The Alignment Heat-Map visualizes how key stakeholders feel about your emerging strategy, priorities, or leadership approach.

It's not about labeling people as "for or against," but about understanding readiness and energy - so you can adjust your engagement plan.



How much do they support or buy into the proposed direction?

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Stakeholder	Support (1 - 5)	Confidence (1 - 5)	Current Status	Planned Action
Example: Chairman	4	4	Ally	Keep closely informed; share wins early
Example: CFO	2	4	Potential Partner	<i>Schedule 1:1 to align on investment priorities</i>