

Strategic Themes Summary - Example

Draft summary of key insights and directional themes.

Context <i>Summarize the current landscape as you see it.</i>	Key insights <i>Capture the 4–6 major truths or patterns you’ve discovered.</i>	Strategic Themes <i>Use 3–5 named themes — short, memorable, action-oriented phrases.</i>
<p><i>Prompts:</i></p> <ul style="list-style-type: none"> • What’s the current business context? • What’s working well and should be preserved? • What challenges or opportunities have emerged from your 60-day review? <p><i>Examples:</i></p> <ul style="list-style-type: none"> • “Over the past 60 days, I’ve met over 40 people across functions and reviewed five years of performance data. • The company’s core strength lies in customer intimacy and innovation speed, but operational complexity and unclear decision ownership are slowing us down.” 	<p><i>Examples:</i></p> <ul style="list-style-type: none"> • Decision-making is overly consensus-driven, creating execution drag. • The customer experience is strong, but consistency across regions is weak. • We have great people but lack a shared performance rhythm. • Our growth ambitions outpace current systems and processes. 	<p><i>Examples:</i></p> <p>Focus on Fewer, Bigger Bets</p> <ul style="list-style-type: none"> • Simplify priorities and resource allocation to drive meaningful outcomes instead of fragmented initiatives. <p>Build the System to Scale</p> <ul style="list-style-type: none"> • Strengthen structure, process, and accountability to enable sustainable growth. <p>Empower the Frontline</p> <ul style="list-style-type: none"> • Push decision-making closer to customers to improve speed and ownership. <p>One Culture, One Rhythm</p> <ul style="list-style-type: none"> • Align leadership behaviors, meetings, and communications to reinforce shared norms and performance cadence.

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Implications & Next Steps - Example

Implications

So what? Briefly outline what these themes mean for people, structure, and focus areas.

Prompts:

- What changes might these themes require in the next 3–6 months?
- What risks or dependencies exist?
- Where will early wins build momentum?

Example:

“To act on these themes, we’ll need to revisit decision rights within the leadership team and strengthen mid-level accountability. Early wins will focus on reducing approval bottlenecks and clarifying cross-functional ownership.”

Next 90 Days - Priority Actions

Focus Area	Priority Action	Owner / Timing
Ex: Decision Clarity	Map decision authorities for top 5 recurring issues	Leadership Team – Next 30 days
Ex: Team Capability	Launch peer coaching sessions for new managers	HR – Next 60 days
Ex: Operational Efficiency	Define “stop doing” list with key departments	All functions – Next 90 days

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