

Need a Consultant or Facilitator to Help You With Planning?

You may want to consider using a facilitator from outside of your organization if:

1. Your organization has not conducted strategic planning before.
2. For a variety of reasons, previous strategic planning was not deemed to be successful.
3. There appears to be a wide range of ideas and/or concerns among organization members about strategic planning and current organizational issues to be addressed in the plan.
4. There is no one in the organization members feel has sufficient facilitation skills.
5. No one in the organization feels committed to facilitating strategic planning for the organization.
6. Leaders believe that an inside facilitator will either inhibit participation from others or will not have the opportunity to fully participate in the planning him/herself.
7. Leaders want an objective voice, i.e., someone who is not likely to have strong predispositions about the organization's strategic issues and ideas.

Key Questions to Ask During Evaluation Phase

1. Are goals and objectives being achieved? If they are, acknowledge, reward and communicate the progress.
2. Will the goals be achieved according to the timelines specified in the plan? If not, why not?
3. Should the deadlines for completion be changed? [Be careful about making these changes -- know why efforts are behind schedule before times are changed.]
4. Do personnel have adequate resources (money, equipment, facilities, training, etc.) to achieve the goals?
5. Are the goals and objectives still realistic?
6. Should priorities be changed to put more focus on achieving the goals?
7. Should the goals be changed? [Be careful about making these changes -- know why efforts are not achieving the goals before changing the goals.]
8. What can be learned from the monitoring and evaluation in order to improve future planning activities and also to improve future evaluation efforts?