THE ORGANIZATIONAL PULSE

Part 1: Clarity Check-in

A one-page reflection to assess your current reality, identify what matters most now, and clarify what you need in the months ahead.

Do/able CONSULTING
doable.ca

1. Internal & External Snapshot

Top external conditions

- ☐ changing community needs
- ☐ funding pressure or uncertainty
- ☐ system level shifts or new priorities
- ☐ policy or regulatory changes
- ☐ demand outpacing capacity
- ☐ complexity in partnerships or networks
- ☐ changing external expectations
- ☐ new opportunities emerging

Top internal conditions

- ☐ staff turnover or transitions
- ☐ leadership capacity stretched
- ☐ culture or morale concerns
- ☐ new or shifting strategic directions
- ☐ operational strain or bottlenecks
- ☐ role clarity challenges
- ☐ alignment needs across teams
- ☐ program or service changes underway

What's the "headline" of your current environment?

2. Top Outcomes You May Seek

A. Strategy Development
- ☐ clear, evidence-informed strategic direction
- ☐ a practical plan for sequencing priorities

B. Strategy Management
- ☐ routines for keeping strategy alive
- ☐ alignment across leaders and teams

C. Organization Development (OD)
- ☐ stronger culture, clarity, and connection
- ☐ supported, intentional change processes

D. Collaboration & Network Development
- ☐ improved coordination across partners
- ☐ clarity about shared purpose and roles

E. Community Engagement
- ☐ insights from community / lived experience
- ☐ community-informed decision support

F. Public Value / Accountability
- ☐ clear articulation of impact
- ☐ public value commitments or pathways

G. Program & Service Design
- ☐ evidence-informed service improvements
- ☐ user-centred design or redesign

H. Program Review / Evaluation
- ☐ clarity about what's working
- ☐ practical, right-sized evaluation approaches

I. Community Investment Support
- ☐ clear funding or investment models
- ☐ criteria aligned to mission and need

J. Community Impact Consulting
- ☐ outcome frameworks
- ☐ strategies to strengthen overall impact

3. What feels most important right now and what might be possible?

List 3–5 themes you're noticing (concerns or opportunities).	*In 1 sentence, describe what "better" would look like.*	*What decision would move things forward?*

Would it be helpful to talk this through with someone?
If a coffee or a call to bounce around what you're seeing would be useful, we're happy to help.
Send us an email makeit@doable.ca