THE ORGANIZATIONAL PULSE

Part 2: Calibration Check-In

A guide to reflect on what's changed, confirm what's working, and clarify what comes next.

Do/able CONSULTING
doable.ca

1 Glancing back: What did you think the year would look like?

List the top 3 external conditions you expected in your sector or community.

List the top 3 internal conditions you expected within your organization.

In one short sentence or "headline", what were you picturing for the year ahead?

What goals or directions did you intend to focus on?

See Part 1: Clarity Check-In for examples of internal and external conditions.

2 What are you noticing mid-year?

Describe the actual "headline" of your year so far?

What are you noticing?

Positive Signals

- ☐ promising progress
- ☐ improved collaboration
- ☐ clearer insights about needs or direction
- ☐ learning from community or partners
- ☐ emerging opportunities
- ☐ stronger decision routines
- ☐ stability in staff or leadership

Challenges or Pressures

- ☐ staff turnover or transitions
- ☐ capacity stretched
- ☐ areas needing clearer direction
- ☐ misalignment or communication gaps
- ☐ slowed momentum
- ☐ uncertainty about upcoming priorities
- ☐ shifts in environment or expectations
- ☐ rising complexity

What's the story of your year so far?

THE ORGANIZATIONAL PULSE: **Part 2 - Calibration Check-In**

Outcomes you'd like to focus on for the rest of the year

A. Strategy Development
- ○ clearer focus for the remainder of the year
- ○ a practical plan for sequencing priorities

B. Strategy Management
- ○ better routines for tracking progress
- ○ 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 for the next six months?

Based on what you know now, how should your priorities shift or stay the same?

What 2–3 things could you meaningfully advance over the rest of the year?

What do you need to start in the next 45 days to make that happen?

Looking ahead, what should you start thinking about or preparing for next year?

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

Do/able CONSULTING