

# How to Take a Strategic Turn from a Failed Strategic Plan

Category: People and Organisation Improvement

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Embarking on a strategic journey is not always a smooth ride. Despite meticulous planning, unforeseen challenges and changing landscapes can cause a strategic plan to falter. The key to resilience and success lies in the ability to acknowledge the detour, recalibrate, and take a strategic turn. In this blog post, we'll explore practical steps to navigate and rebound from a failed strategic plan.

## 1. Reflection: Understanding the Root Causes

When faced with the reality of a failed strategic plan, the first step is honest reflection. Dive deep into the factors that led to the plan's shortcomings. Was it a misjudgment in market trends, internal challenges, or external factors? Identifying the root causes is crucial for developing a more

resilient strategy.

## **2. Collective Learning: A Team Effort**

Gather your team for a comprehensive post-mortem analysis. Encourage open communication and foster a culture of learning from failures. Each team member brings a unique perspective, and collaborative reflection can unveil valuable insights. Extract lessons learned to avoid repeating similar mistakes in the future.

## **3. Flexibility: Embrace Adaptability**

The business environment is dynamic, and a rigid strategic plan may not stand the test of time. Embrace adaptability as a core value. Consider building flexibility into your strategic approach, allowing for adjustments based on evolving circumstances. A flexible strategy is more resilient and better equipped to weather uncertainties.

## **4. Reassess Goals and Objectives**

A failed strategic plan signals the need to reassess goals and objectives. Are they still relevant and achievable, or do they require modification? Be willing to pivot and redefine your long-term vision based on the current reality. This reassessment may uncover new opportunities that were previously overlooked.

## **5. Engage Stakeholders: Communication is Key**

Effective communication is paramount during times of strategic reassessment. Engage with stakeholders transparently, explaining the reasons for the shift and outlining the revised strategy. Solicit feedback from key players and involve them in the process. A united front enhances the chances of successful implementation.

## **6. Strategic Turnaround Plan: Roadmap to Recovery**

Develop a strategic turnaround plan that addresses the identified shortcomings. This plan should include actionable steps, a timeline for implementation, and key performance

indicators for tracking progress. The emphasis should be on agility, allowing for iterative adjustments as needed.

## **7. Continuous Monitoring and Adjustment**

A successful strategic turn is an ongoing process. Implement robust monitoring mechanisms to track the progress of your revised strategy. Regularly evaluate performance against established benchmarks and be prepared to make further adjustments as needed. Continuous improvement is the hallmark of a resilient organization.

## **Conclusion: Turning Failure into Future Success**

A failed strategic plan is not the end of the road; it's an opportunity for growth and improvement. By embracing the lessons learned, fostering adaptability, and engaging in open communication, organizations can navigate the detour and emerge stronger. Taking a strategic turn requires resilience, but the rewards often include a more robust and responsive approach to future challenges.

*Here's to learning, adapting, and steering toward success in the face of strategic adversity!*