4@STRATEGY

STRATEGIC CAPACITY & BUSINESS VALUE REPORT

Prepared For:

Jack Stack

Prepared By:

Carl Cox,

STRATEGIC CAPACITY & BUSINESS VALUE REPORT

Dear Jack,

I am thrilled to share the results of your Strategic Capacity and Business Value analysis. This comprehensive report illuminates your business's current strengths and areas for growth, offering a clear roadmap to optimize your operations and achieve your strategic intent.

At 40 Strategy we are dedicated to helping business leaders like you reach these goals.

Our analysis benchmarks your operational performance and also calculates your business value, while providing preliminary actionable insights that have proven transformative for leaders like you.

We believe this report can be instrumental in driving your business forwards. I am looking forward to working through this analysis with you.

Best regards,

Carl Cox CEO 40 Strategy

YOUR ADVISORReady to scale your business the right way? You need a world-class strategicCarl Coxplan... and the accountability to actually get it done.

Strategic Capacity & Business Value Report

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TAKING ACTION

BUSINESS METRICS

| Prepared for: | Jack Stack |
|------------------------------------|--------------------------------|
| Business Name: | Stackflow |
| Industry: | Manufacturing (31-33) |
| Gross Revenue, Trailing 12 Months: | \$ 10,000,000 |
| Profit, Trailing 12 Months: | \$ 1,000,000 |
| Headcount | 50 |
| Email: | tonyasmithconsulting@gmail.com |
| Mobile Phone: | |

Your selections are highlighted:

| Goals: Stabilize Cashflow | Grow Revenues | Prepare for Sale | Make Business Easier to Run |
|---|---------------|------------------|-----------------------------|
| #1 Priority: Stabilize Cashflow | Grow Revenues | Prepare for Sale | Make Business Easier to Run |
| Your top bottleneck: | | | |
| | | | |

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EXEC SUMMARY



also generates wealth and peace of mind

STRATEGIC CAPACITY SCORE: 34

Detailed discussion starting on page 4

CURRENT TRANSFERABLE VALUE: \$ 2,043,400

Detailed discussion starting on page 13

KEY CONCEPTS:

- 1. **Confirming your strategic intent:** the successful completion of the process which you are launching with this initial analysis depends on aiming at a clearly defined goal, aka strategic intent.
- 2. With strategic intent defined, you should consider gaining detailed insights about **what is needed to turn intent into reality**
- 3. Armed with these insights, you can **ensure that the senior leadership team is aligned** with and accountable to delivering your intent.
- 4. **Making informed decisions:** This preliminary analysis of Strategic Capacity and business value educates leaders like you about potential benefits before you invest time and treasure in taking action.



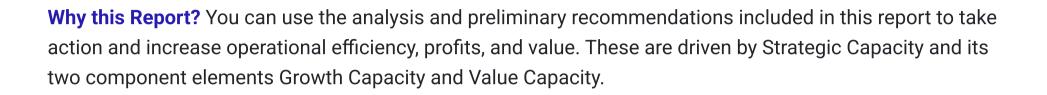
business value.

Deeper analysis can create the fuel for strategic planning.

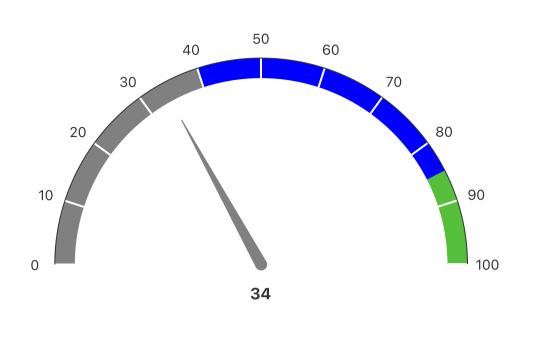
5. This report can help you decide **which objectives to prioritize as you lead the business to new successes.**



WHY THIS REPORT?



- 1. Long-Term Value Creation: A Strategic Capacity report helps CEOs make decisions that sustain longterm value creation for their company; it provides insights into how the company can continue to grow profitably and maintain a competitive edge.
- 2. **Operational Efficiency:** Understanding Strategic Capacity allows the CEO to identify bottlenecks and inefficiencies in the company's operations, which can be addressed to make the business easier to run and more scalable.
- 3. **Predictable Profits and Growth:** By scoring Growth Capacity, the report indicates how well the company can predict future cash flow and sustainable growth, essential characteristics of top-performing businesses.
- 4. **M&A Readiness:** This report evaluates the company's readiness for mergers and acquisitions by assessing its Value Capacity; this is crucial for maximizing transferable value and ensuring the company is attractive to potential lenders and acquirers.
- 5. **Strategic Planning and Execution:** This report contains insights critical to the CEO's responsibility for creating and executing strategies that deliver the company's vision and mission; it is often used to ensure that the leadership team is aligned with strategic intent, fostering a collaborative environment and driving the company forward.



YOUR STRATEGIC CAPACITY SCORE

Your Strategic Capacity Score is out of a possible 100. Scoring percentiles:

- 54 is the 50th Percentile (average of all businesses)
- 70 is the 86th Percentile (stand-out businesses)
- 85 is the 96th Percentile (best-in-class businesses)

Your score is a comprehensive measure of your business's ability to outperform competitors in delivering growing profits and maximizing transferable value.

This score is composed of two key components: Growth Capacity, which assesses your business's ability to predictably grow profits and cash flow, and Value Capacity, which evaluates your readiness for M&A transactions. If your business scores 85 or above it's considered best-in-class.

Highcharts.com

SCORE

34

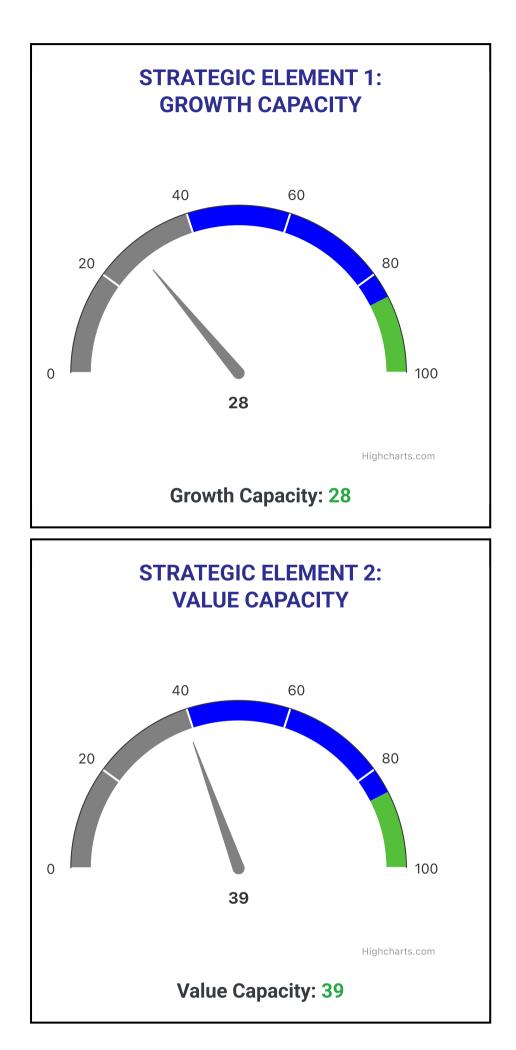
High-performing businesses typically excel in the three dimensions of business growth (see page 7), out-competing on positive cash flow and sustainable growth, potentially earning top multiples in an M&A or similar transaction.

Your score provides a benchmark for comparing your business's performance against bestin-class operations in your industry. Achieving defined growth-driving objectives is a path to making profit and value growth actionable.

UNDERSTANDING STRATEGIC CAPACITY



MAKING PROFIT AND VALUE GROWTH ACTIONABLE



STRATEGIC CAPACITY HAS 2 ELEMENTS:

1. GROWTH CAPACITY

Growth Capacity scores your business' current ability to deliver predictable profitable cash flow and sustainable growth, compared to best-in-class competitors which score in the green zone.

2. VALUE CAPACITY

Value Capacity predicts M&A transaction readiness. This score predicts your business' current ability to monetize equity value.

TOP CEO GOALS POWER OUR METHODOLOGY

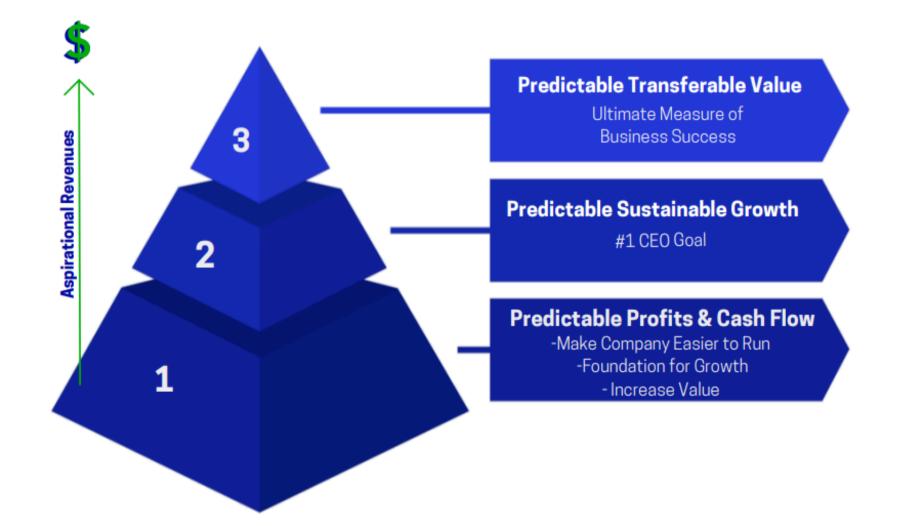
The methodology supporting this report is proven to help CEOs reach their strategic goals.

How do CEOs like you define their strategic intent? Data from interviews with over 50,000 Middle Market and Pre-Middle Market CEOs reveals that:

- 62% intend to grow
- 21% intend for their business to be easier to run
- 17% are preparing to sell, but 83% of the time their business value is insufficient

Your Stated Strategic Intent: Grow Revenues

3 DIMENSIONS OF BUSINESS GROWTH



The '3 Dimensions of Business Growth' methodology serves each CEO intent. The term 'dimensions' recognizes that a business can move in all three at the same time.



DID YOU KNOW THERE ARE THREE DIMENSIONS OF BUSINESS GROWTH?

The 3 Dimensions of Business Growth are Predictable Profits & Cash Flow, Predictable Sustainable Growth, and Predictable Transferable Equity Value, which collectively ensure sustainable business expansion and maximize transferable (monetizable) value.

Dimension 1: Predictable Profits and Cash Flow

Making the business easier to run: This dimension focuses on generating consistent and reliable profits. It emphasizes strong financial management practices, such as maintaining robust margins, tracking and managing cash flow effectively, and implementing scalable sales processes. Companies that excel in this area can predict and stabilize their revenue streams, reducing financial volatility and ensuring long-term sustainability. Strong performance in Dimension 1 creates the launchpad for sustainable growth.

Dimension 2: Predictable Sustainable Growth

Revenue Growth is the #1 CEO goal. Delivering this goal calls for strategies and tactical execution aimed at driving steady and scalable revenue growth. Key aspects include developing unique products or services, implementing effective marketing strategies, and expanding market reach. Businesses need to invest in innovation, continuously improving their offerings and adapting to market demands, thereby staying competitive. By focusing on predictable revenue growth, companies can create a reliable pipeline of income, supported by strategic investments of time and treasure based on long-term planning. Achieving the objectives in Dimension 2 is the predicate for maximized transferable value.

Dimension 3: Predictable Transferable Equity Value

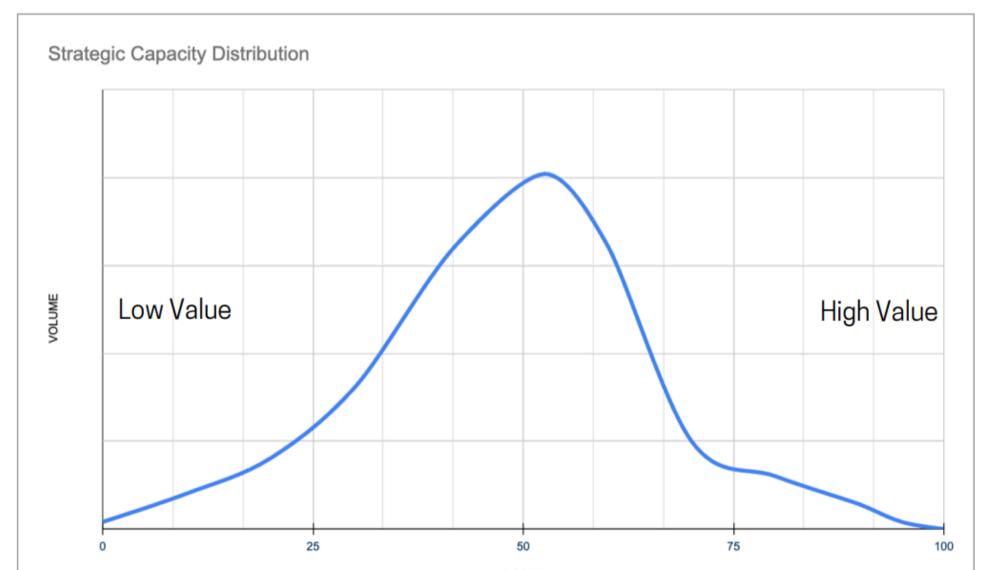
Maximized value is the ultimate measure of business successThis dimension focuses on objectives that create a purposeful link between revenues and value, ensuring that the business can earn a top multiple of earnings in an M&A or similar transaction. Dimensions 1 & 2 build capacity for Dimension 3, increasing the company's attractiveness to potential lenders and acquirers and thereby increasing the ability to command a high valuation.

SCORING A BUSINESS IN THE 3 DIMENSIONS OF BUSINESS GROWTH

Scoring:

- Based on your answers, our analysis calculates a score for your business in each of the three dimensions of business growth; these are combined to calculate your Strategic Capacity score
- Strategic Capacity >84 suggests the business is a Best-in-Class competitor A score of 85 is the 96th percentile of the market
- 3. Businesses scoring >84 are proven most likely to generate predictable profits, sustainable growth, and maximized transferable value
- Market dispersion of Strategic Capacity is logarithmic. The mean score is 54. A score of 70 is an exponential improvement from 54: while 70 a 1.26X numerical improvement, it is a 4X improvement in Strategic Capacity

Bottom line: executing a re-design of a business so that it can demonstrate high Strategic Capacity requires long-term commitment to relentless execution.



SCORE

Your Strategic Capacity: 34



YOUR STRATEGIC CAPACITY SCORES: SUMMARY

SCORING THE 3 DIMENSIONS OF BUSINESS GROWTH

Underperforming

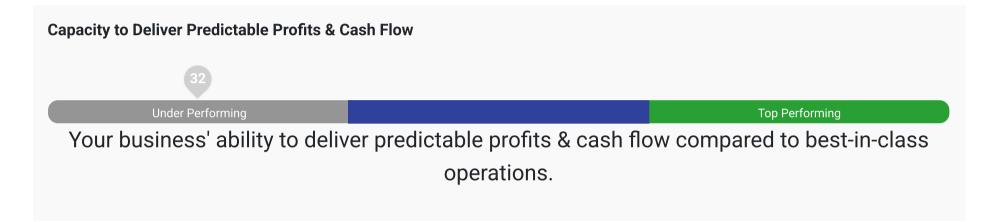
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Moderate

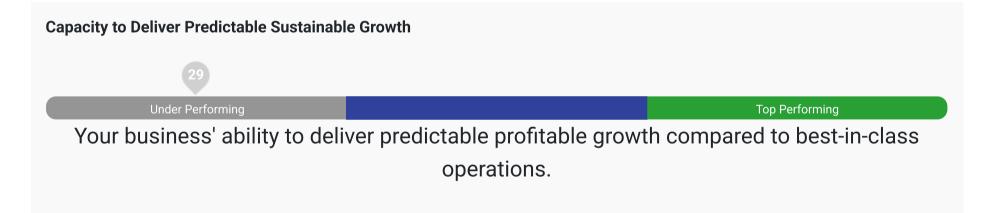
Top performing

These scores are based on your survey answers.

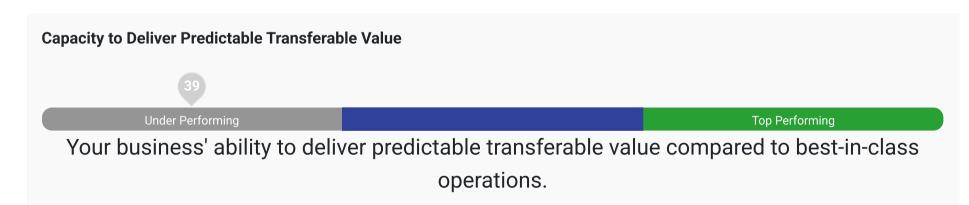
Dimension 1: Improving this score includes reaching growth-driving objectives that help generate predictable profits and cash flow while simultaneously making the business easier to run.



Dimension 2: Improving this score includes reaching growth-driving objectives that, when layered on Dimension 1, help generate predictable sustainable growth.



Dimension 3: : Improving this score includes reaching growth-driving objectives that, when layered on Dimensions 1 & 2, help maximize predictable transferable value.



DIMENSION 1 SCORE: DETAIL

DIMENSION 1- PREDICTABLE PROFITS & CASH FLOW

These scores are based on your survey answers.

Capacity to Deliver [32 lictable Profits & Cash Flow

Under Performing

Top Performing

Your business' ability to deliver predictable profits & cash flow compared to best-in-class operations.

HOW YOU ANSWERED:

Effective Senior

Leadership You have an effective leadership team and the business can run smoothly in your absence.

• The business runs smoothly in my absence

Partly true

Not really

No

People: Productive and <u>Loyal</u> Your employees are productive and loyal.

Everyone nails their goals and people tend to stay a long time

Partly true

Not really

Both are a real problem

High Percentage of **Recurring Revenue** You have a high percentage of recurring revenues.

• We have written agreements for more than 80%

Partly true

Not really

We have written agreements for less than 20%

Strong Margins

You generate gross and net margins above the industry norm.

We do, and have data to prove it

Partly true

Not really

We don't know

Financial Reporting Processes You have strong financial

reporting processes.

• We follow industry best practices and track our KPIs.

Partly true

Not really

Scaleable Sales Process You use a documented sales process.

documented sales process that everyone follows

Partly true

Strong SOPs You have documented operational processes.

We have documented processes for delivering on time and to spec

Partly true

Not really

High Customer **Satisfaction** You track customer satisfaction.

We collect and use customer satisfaction data

Partly true

Not really

We have a



Not really

We have people but no process used by all

• We don't have documented processes

Rarely

How might it change your business to answer "Yes" to each of these?

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DIMENSION 2 SCORE: DETAIL

DIMENSION 2- PREDICTABLE SUSTAINABLE GROWTH

These scores are based on your survey answers.

Capacity to Deliver [29 lictable Sustainable Growth

Under Performing

Top Performing

Your business' ability to deliver predictable profitable growth compared to best-in-class operations.

HOW YOU ANSWERED:

Strategic Vision, Planning, and Execution

You have a written vision, mission and strategy with the capacity to execute.

We have all 3, and use them

Partly true

Not really

We don't, or we don't know our capacity

<u>Strategic Culture</u>

You have a strong culture that you actively nurture.

Our culture drives our success

Partly true

Not really

We don't actively work on culture

People: Hiring and <u>Training</u> You can easily hire and train new employees.

 We easily find the right people who become productive quickly

Partly true

Not really

Both are a real problem

Large Market Size

The market supports significant growth of your business.

• We can prove there's a huge market for what we do

Partly true

Not really

We don't have any data

Unique Products/Services Your products and services are unique.

 We're totally unique and compete on value not price

Partly true

○ Not really

We're like everyone else

<u>Scalable Marketing</u> <u>Process</u> You use a documented marketing process.

• We produce leads in a proven and systematic way

Partly true

Not really

Our marketing is not

Financial: Budget, Forecast, Actuals You manage the business using a budget.

We use a budget and track forecasts vs actuals

Partly true

Not really

Never

<u>Innovation Creates a</u> <u>Competitive Advantage</u> You foster innovation in

every area of the business.

 Innovation is a key competitive advantage for us

Partly true

Not really

○ We don't foster

methodical

innovation

How might it change your business to answer "Yes" to each of these?

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DIMENSION 3 SCORE: DETAIL

DIMENSION 3- PREDICTABLE TRANSFERABLE VALUE

These scores are based on your survey answers.

Capacity to Deliver [39 lictable Transferable Value

nder Performing

Top Performing

Your business' ability to deliver predictable transferable value compared to best-in-class operations.

HOW YOU ANSWERED:

Strategic: Business Story

You have a document a lender or investor could read and get a complete understanding of your business.

We do and it's up to date

Partly true

Not really

O We don't

Financial: Accurate and Credible Financial Reports Your business financial reports and filings are accurate.

Our financial reports could easily be audited or used to support M&A

Partly true

Not really

We don't know

Legal: IP, Contracts, Governance and Litigation Your legal house is in order.

| A | bsolu | utely | confident | |
|---|-------|-------|-----------|--|
|---|-------|-------|-----------|--|

- Partly true
- Not really
- Legal is a problem

<u>High Growth Compared to</u> <u>Market</u> Your business is growing faster than its competitors.

• Yes and we can prove it

Partly true

Not really

We don't have any data

Large Market Share

You have defined your market and niche and have data showing you have dominant market share.

 We have data proving our dominant market share

Partly true

Not really

<u>Broad Customer Base</u> Your business generates

revenue from a large number of customers.

We have a good spread of customers

Partly true

Not really

We get most of our sales from one customer

<u>Defensible Market</u>

You can defend your market and future revenues from new competitors.

We have several defined and defensible reasons

Partly true

Not really

<u>Strong Brand</u> Your brand is a valuable competitive tool.

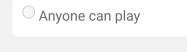
Our brand is a strategic asset

Partly true

Not really

No real brand



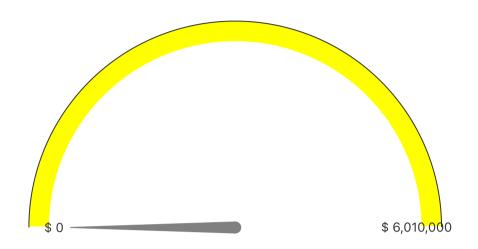


How might it change your business to answer "Yes" to each of these?

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STRATEGIC CAPACITY AND POTENTIAL BUSINESS VALUE



Highcharts.com

TRANSFERABLE BUSINESS VALUE

This business is calculated to represent:

- **Transferable Value of \$ 2,043,400** -this correlates closely with expected post-due diligence value in an M&A or similar transaction (value net of risk discounts)
- Value at High Strategic Capacity: \$ 6,010,000
- The Value Gap is \$ 3,966,600 this value gap may be recaptured by increasing Strategic Capacity, and represents the ROI from taking action; although revenues tend to increase in train with Strategic Capacity, capturing the value gap does not depend on increased revenue. The Value Gap is your potential ROI from taking action.

The portion of total value that can be monetized in an M&A or similar transaction is driven by measured risks to future profits and growth. The private capital markets are tuned to pay top price for businesses that are highly likely to deliver sustainably growing profits and cash - that have the capacity to grow. Threats to this capacity are rewarded by discounts to price.

Strategic Capacity drives growth and value.

07/08/24 **Powered by Growth-Drive**

This is a 'calculat ion of value' as the term is generally defined by the NACVA, AICPA and ASA. This report is not an opinion of value nor should it be used as such. This calculation of value is intended for discussion and planning purposes only. Final t ransferable business value is determined by what a willing buyer would pay considering a variety of factors including the results of due diligence, the market and economic conditions. This calculation of value is provided for your use under the terms and condit ions detailed at ht tps://www.growth-drive.com/ terms-of-service.

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BUSINESS VALUE

ALUE

YOUR INDUSTRY: Manufacturing (31-33) MULTIPLE OF EARNINGS APPLIED TO: NET INCOME (EBIT)

Introduction: Why use the 'Market Value' Method to Calculate Value?

Our analysis includes a calculation of business value. This calculation includes financial and operational factors commonly considered by the private capital markets.

This calculation uses **the 'Market Value' approach which is a prevalent methodology used in M&A and similar transactions.** The multiples used in this report are derived from successful sales of private businesses.

In the Market Value approach **the value of a business is calculated by applying a multiple of earnings** (gross or net income, depending on the industry). Every industry has a range of multiples, for example 2X-6X, meaning a business with Net Income (EBIT) of \$1MM might be valued at \$6MM assuming high Strategic Capacity.

Other calculation options are the 'Asset Value' approach in which liabilities are subtracted from assets to calculate value, and 'Discounted Cash Flow (DCF) Value' where the value of predicted future cash flows are discounted to the present. These alternatives are less directly relevant to calculating price. In addition to the valuation methodology, the purpose for which business value is calculated may impact results.

The calculation of value in this report uses sophisticated two decimal place multiples and does not round numbers, resulting in calculations of value to the nearest dollar

Transferable value is actionable by changing earnings and Strategic Capacity. Of

these two, changing Strategic Capacity is the most impactful.

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RANGE OF BUSINESS VALUES FOR THIS BUSINESS

TRANSFERABLE VALUE: \$2,043,400

VALUE GAP: \$ 3,966,600

TRANSFERABLE VALUE AT HIGH STRATEGIC CAPACITY: \$ 6,010,000

| Transferable Value at High Strategic Capacity | Current Transferable Value | Value Gap |
|---|----------------------------|--------------|
| \$ 6,010,000 | \$ 2,043,400 | \$ 3,966,600 |

| e | IMPACT OF STRATEGIC CAPACITY ON TRANSFERABLE VALUE | | | HIGH STRATEGIC CAPACITY | |
|----------------------|--|------------|----------------------|-------------------------------|-------------|
| ity Scor | >85 | \$ 894,000 | \$ 4,045,500 | \$ 6,010,000 | |
| Value Capacity Score | 40-85 | \$ 447,000 | \$ 3,005,000 | \$ 4,495,000 | |
| Value | <40 | \$ 0.00 | \$ 1,788,000 | \$ 2,980,000 | |
| | | Grow | th Capacity Score | | |
| | LOW STRATEGIC CAPACITY | <40 | 40-85 | >85 | |
| | | | Higher Scores Increa | ise Confidence In Future | Performance |

Note: Calculation of value for business planning purposes. Not a formal valuation.

Strategic Capacity: 34 Value Capacity: 39 Growth Capacity: 28

See notes 2, 3, 4, 5 & 6 below; successful M&A or similar transactions benefit from Strategic Capacity above 70.

Note: A business is worth what a willing buyer would pay after completing due diligence. The calculation of value provided here is a good-faith estimate of value. This calculation is

intended for discussion and planning purposes only, and does not express or imply a guarantee either of the value or transferability of the subject business. Incremental changes to the multiple for a given business can be driven by additional factors including size, quality, and synergy considerations.

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Range of Business Value Chart

- The Value Gap is the difference between your Transferable Value at high Strategic Capacity, and your Current Transferable Value. Increasing Strategic Capacity can help you close your Value Gap, moving value from 'at risk' to monetizable.
- 2. Your business exists in a market of competitors; best-in-class competitors have high Strategic Capacity.
- 3. Your Strategic Capacity drives the transferable equity value you'd receive in an M&A or similar transaction.
- 4. On the chart, the upper-right value exists in your business right now- wealth you've created but may not currently be able to monetize due to your Strategic Capacity.
- 5. Strategic Capacity has two elements: growth capacity and value capacity, tracked separately.
- 6. The horizontal axis tracks growth capacity, or your ability to deliver predictable profits and growth. This is based on your scores for Dimensions 1 and 2 of the 3 Dimensions of Business Growth. Best-in-class competitors have high growth capacity.
- 7. The vertical axis tracks value capacity, or your ability to deliver predictable transferable value. Your score is weighted for the growth-driving objectives in Dimension 3. These objectives are at the heart of M&A due diligence. Businesses with high value capacity sell at or near the top end of the normalized range of multiples for their size, location, and industry.
- 8. Achieving the upper-right value is driven by increasing your Strategic Capacity. Best practice is to focus on growth capacity first, then on value capacity. The two are

symbiotic.

9. The lower left values indicate that although a business has latent value (upper right), it cannot be monetized given low Strategic Capacity.

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Bonus: Strength of M&A Market

Bonus: The market for selling your business is strong.

Our plans consider how the market impacts our equity value

- Partly true
- $^{\odot}$ Not really
- We don't track this

Business Quality:

Operational Efficiency: Companies with strong operational efficiencies, innovative capabilities, and robust strategic plans are more attractive to potential acquirers

- High quality equates to high Strategic Capacity; these businesses are seen as less risky investments, which can command higher premiums in M&A transactions
- Strategic Capacity Planning: Effective planning and execution ensure that a company can **improve quality of earnings** and manage its resources to meet future demands, making it a valuable target
- Businesses that can demonstrate strong future growth potential and scalability are particularly appealing

Business Quality Influence on Value:

- High-quality businesses with strong growth prospects, efficient operations and strategic capabilities typically achieve higher trading multiples: investors are willing to pay a premium for businesses that demonstrate superior performance and lower risk
- Most companies trade on a financial multiple; the rare businesses with high Strategic Capacity (quality) and/or top financial performance and/or strong strategic synergy with the acquirer may earn additional multiple(s)

Impact of Economic Conditions on Value:

- During economic booms, trading multiples tend to be higher due to optimistic growth expectations and increased investor confidence
- Conversely, **during downturns capital seeks quality** and the ability to access top multiples is often challenged as future earnings projections become more conservative and the market's risk aversion increases
- Downturns depress deal volume, leading to a paradox: capital concentrates on highquality, and this compressed deal flow creates competitive forces that buoy multiples- bottom line, fewer deals succeed and those that do trend at the top end of Strategic Capacity

In summary, the M&A market is highly sensitive to economic conditions, the strategic and operational quality of businesses, and prevailing trading multiples. Understanding these relationships helps in making informed decisions about transaction timing, conditions for success and valuation

VALUE AND THE ECONOMY

Understanding the Relationship Between the Economy, Business Quality, and Trading Multiples in the M&A Market

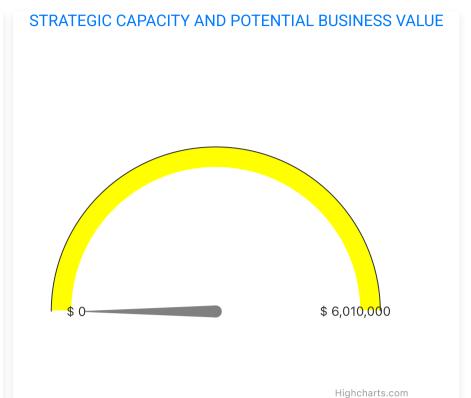




Strategic Capacity: 34

• ✓ Become a best-in-class competitor by increasing your strategic capacity

- ✓ You will create a business engine that delivers predictable profits and growth, with high transferable value
- ✓ Leading your business to become a best-in-class competitor also generates wealth and peace of mind



STRATEGIC CAPACITY AND POTENTIAL **BUSINESS VALUE**

Here's how your Strategic Capacity impacts your business value.

KEY CONCEPTS:

- Strategic Intent: Grow Revenues
- Strategic Capacity score: 34
- Current Transferable Value: \$ 2,043,400
- **3 Dimensions of Growth Scores**
 - Predictable Profits & Cash Flow: Launchpad for Growth 32
 - Predictable Sustainable Growth: #1 CEO Goal 29
 - Predictable Transferable Value: ultimate measure of business success 39
- Potential ROI from increasing Strategic Capacity: \$3,966,600

When planning new successes, ensure that your Strategic Capacity is robust enough to successfully support executing your company's vision and mission. Factors that can contribute to success include

confirming strategic intent with stakeholders, aligning senior leadership with this intent, and leveraging deep analysis to fuel strategic planning. Prioritizing specific objectives and key results and focusing on these with a business flow scorecard used in regular meetings can ensure the results become reality. How would it feel to run a business on these terms?

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Leading businesses from status quo to new successes is a team effort.

The fundamental role of the CEO is to maximize shareholder value within the context of the business' vision and mission. Working with shareholders and stakeholders the CEO articulates, gains buy-in, and **leads** achieving strategic intent by a defined date

It is important to discuss the relationship between business and personal goals and to **analyze and neutralize potential risks** to each. Ask yourself: is preemptive planning more likely to drive success compared to reactive risk management? How might your answer to this fundamental question inform taking action?

Developing winning strategies benefits from a deep analysis of Strategic Capacity. This analysis creates the **data for fueling strategic planning**, allowing for clear identification of the specific objectives and key results (OKRs) necessary to execute strategic intent.

To this end, here is a **summary of preliminary recommendations:**

- 1. Confirm your strategic intent with shareholders and key stakeholders
- 2. Ensure stakeholders and senior **leadership are aligned with and accountable to** the company's vision, mission, intent and **strategy**
- 3. Generate **deep analysis to fuel strategic planning** get total clarity about what you need to do to get the success you intend
- 4. Prioritize and act on specific objectives and key results to achieve this strategic intent
- 5. Establish a business flow of regular meetings through which you track and refine tactical execution of your business strategy

Bottom line: executing a re-design of a business so that it can demonstrate high Strategic Capacity requires long-term commitment to relentless execution.

Thank you for this opportunity to present our analysis. We are committed to your success.

4 STRATEGY

WHY 40 STRATEGY

Ready To Scale Your Business The Right Way? You Need A World-Class Strategic Plan... And The Accountability To Actually Get It Done.

HOW TO REACH US



Email catch@40strategy.com



