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THE FIRST 90 DAYS

The Local Leader's Alignment Checklist

5 Critical Conversations Every New Board Must Have to Build Trust and Move Forward

If your board isn't aligned, your agenda is already at risk.

You've been sworn in. Now the real work begins.

Early misalignment causes leadership teams to spiral into dysfunction. This checklist will help you surface the conversations your board must have before your first vote, your first budget, or your first conflict.

Because when communities are counting on leadership, confusion is a liability.





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THE 5 ALIGNMENT CHECKPOINTS

Instructions: Use this checklist in your next retreat, onboarding meeting, or closed session. Don't assume alignment...confirm it.

1. What are our top 3 shared priorities for the next 6 months?

If everyone names something different, you have a vision problem—not a planning issue.

2. How will we handle disagreement without creating division?

Conflict is inevitable. Dysfunction is not.

Decide now how you will speak to one another under pressure.

3. What does transparency look like---for us and for the public?

Don't wait for a FOIA request to define your communication boundaries.

4. Where do we expect friction—and how will we address it?

Pretending everyone will get along is leadership malpractice.

Anticipate the tension. Plan for resolution.

5. What does success look like by the end of this year?

Paint the picture. If your team can't agree on what winning looks like, you won't get there.



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**FEELING EXPOSED? GOOD. THAT MEANS YOU'RE
READY TO LEAD.**

If your team stumbled on any of these questions, it's time to stop guessing.....and start aligning.

I facilitate strategy sessions that get teams clear, cohesive, and focused.

Boards that work with me leave with shared priorities, agreed-upon norms, and a real plan for progress.

Don't wait for dysfunction to make your decisions for you.

Book Your Leadership Workshop Planning Session →



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