



**Randel Consulting Associates**

Leading Organizations through Change and Growth



# From Drift to Direction

## A Q2 Alignment Toolkit for Leadership Teams

[RCChangeAdvisors.com](https://RCChangeAdvisors.com)

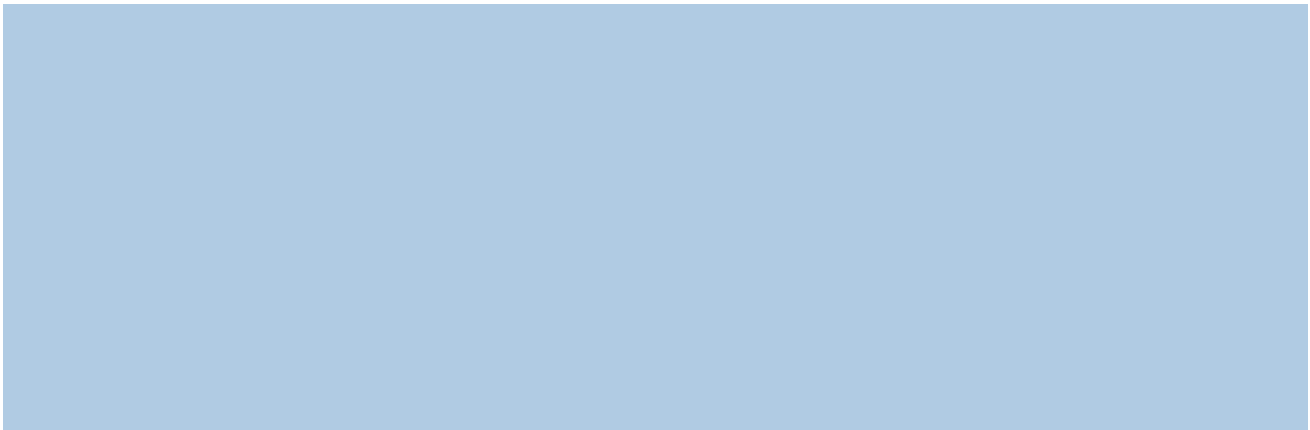
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# PART 1: REFLECT

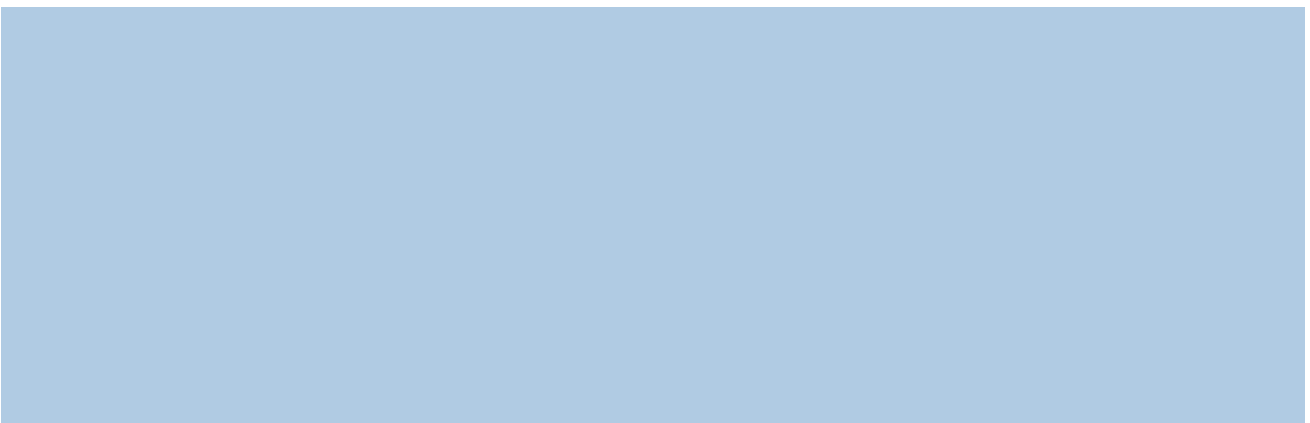
Before your team looks forward, look back — honestly and generously. Most teams skip this step. That's a mistake. Naming progress builds the shared confidence your team will need for the harder work of Q2.

**Suggested time:** 15-20 minutes | Works best as a round-table discussion before recording shared responses.

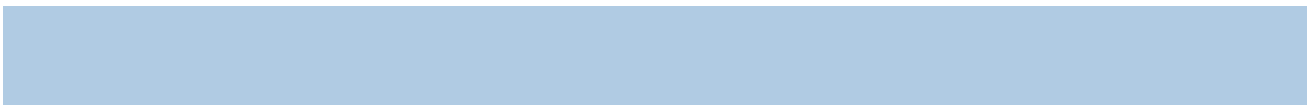
**1. What did our team actually accomplish in Q1 that we're genuinely proud of?**



**2. What worked better than we expected — and why?**



**3. Who on our team deserves specific recognition for their contribution in Q1?**

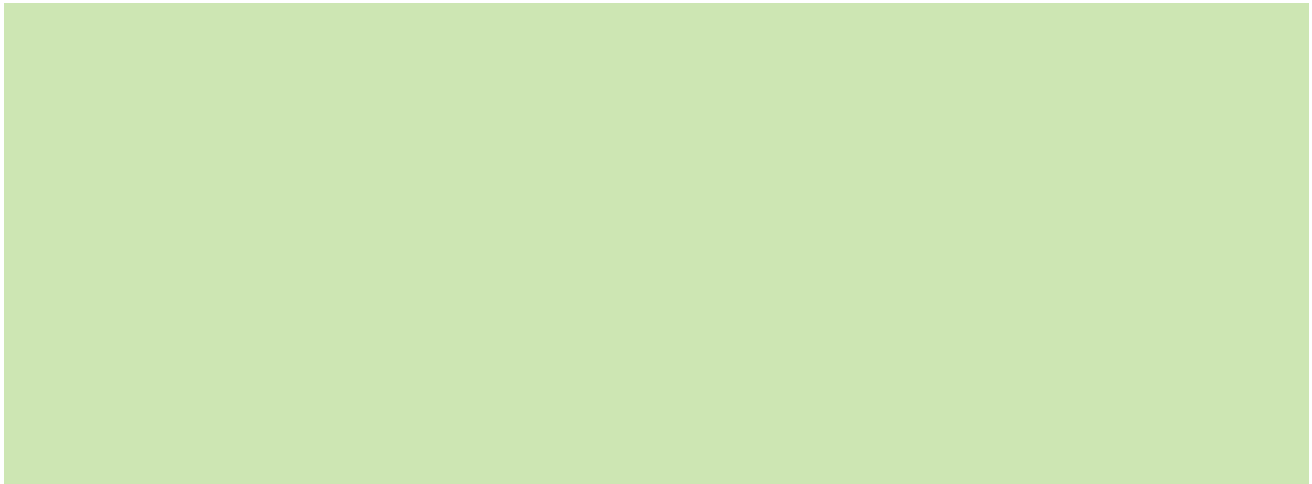


## PART 2: REORIENT

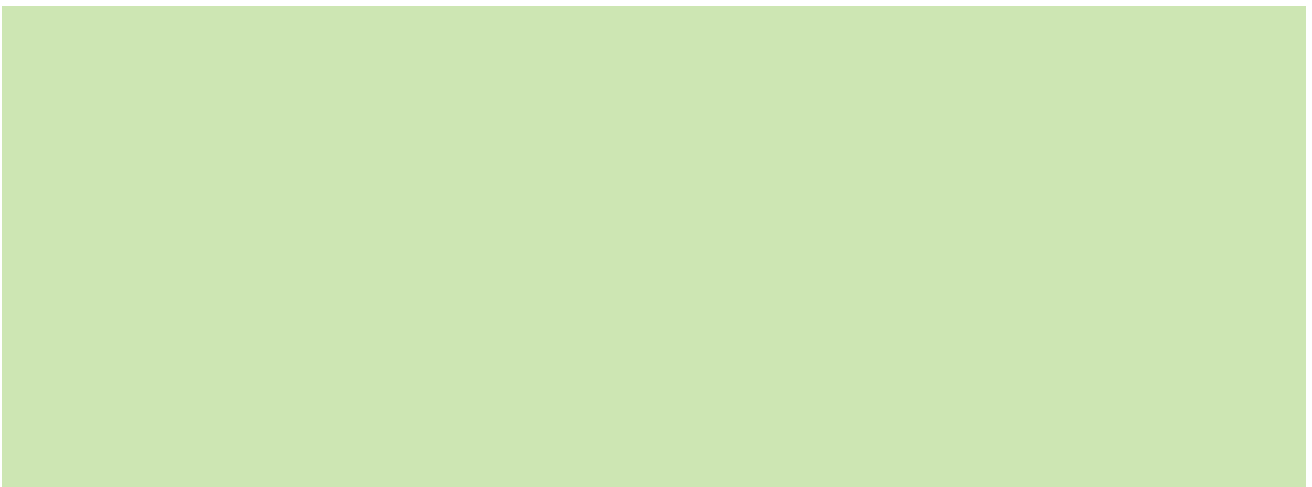
Your Q2 plans are still running on a January map. That map has almost certainly changed. Use these questions to update your shared picture of the environment your team is navigating.

**Suggested time:** 20–25 minutes | Consider using a whiteboard or shared document to capture responses visually.

**1. What trends or external pressures look different now than they did in January?**



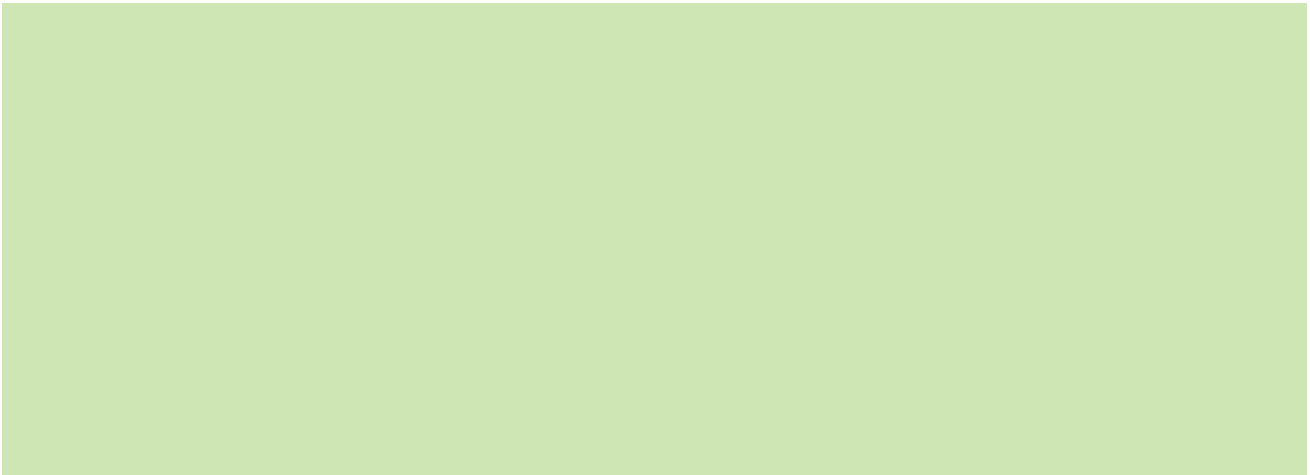
**2. What enablers — resources, relationships, momentum — have strengthened or weakened since Q1?**



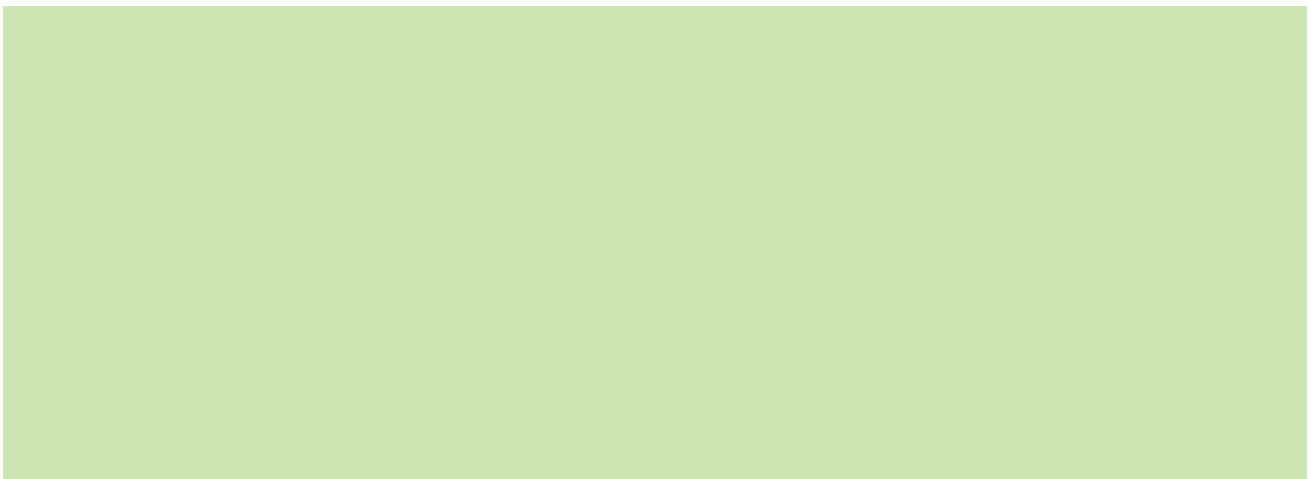
## PART 2: REORIENT

continued

**3. What enablers — resources, relationships, momentum — have strengthened or weakened since Q1?**



**4. Given what's changed, what does our team most need to pay attention to as we move into Q2?**

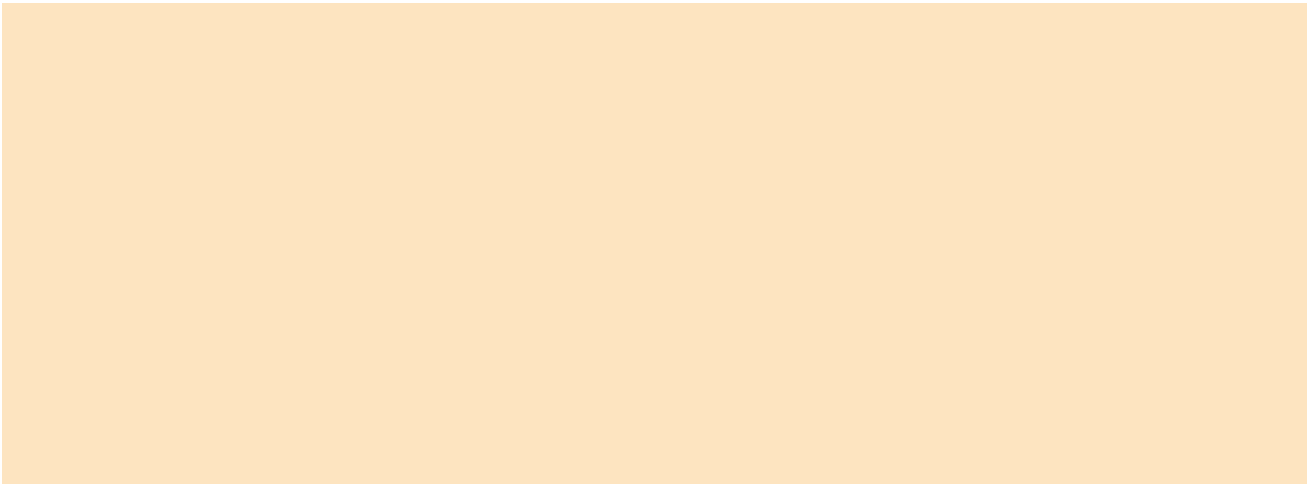


## PART 3: RESET

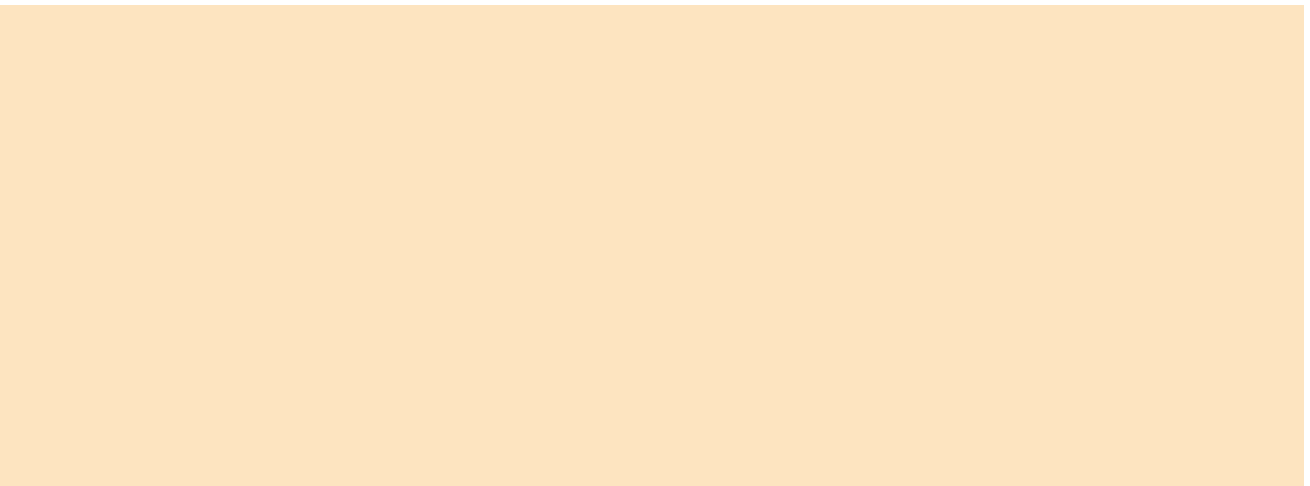
These three questions shift a team from reactive to intentional. Take your time with the third question — it's the hardest one, and the most important.

**Suggested time:** 20–25 minutes | Allow each team member to respond individually before discussing as a group.

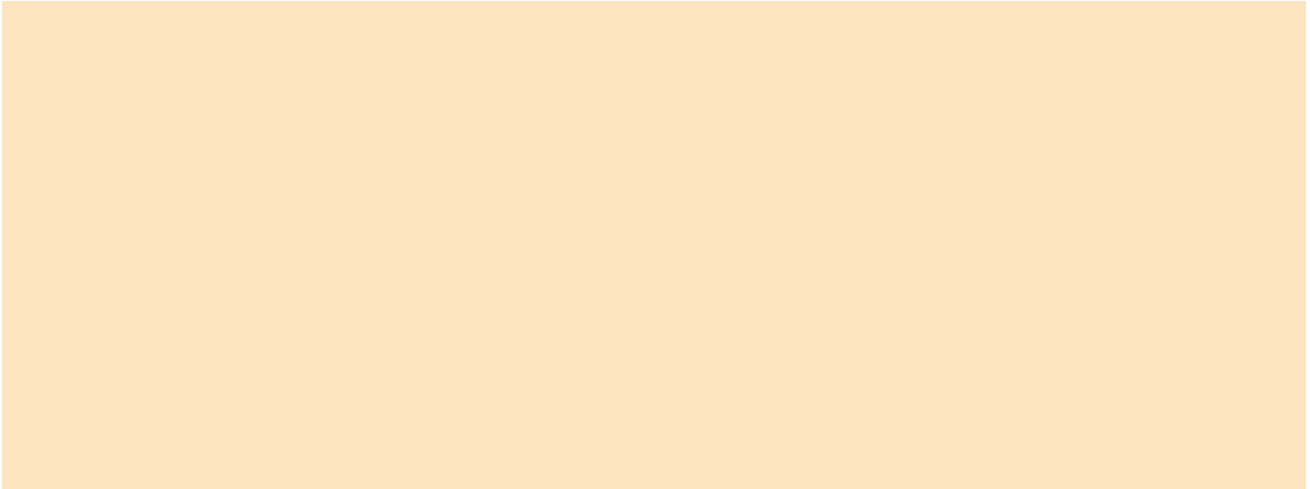
**1. How would our future selves look back on Q2 and say we navigated it well?**



**2. What are the 2–3 results that would make Q2 genuinely successful for our team?**

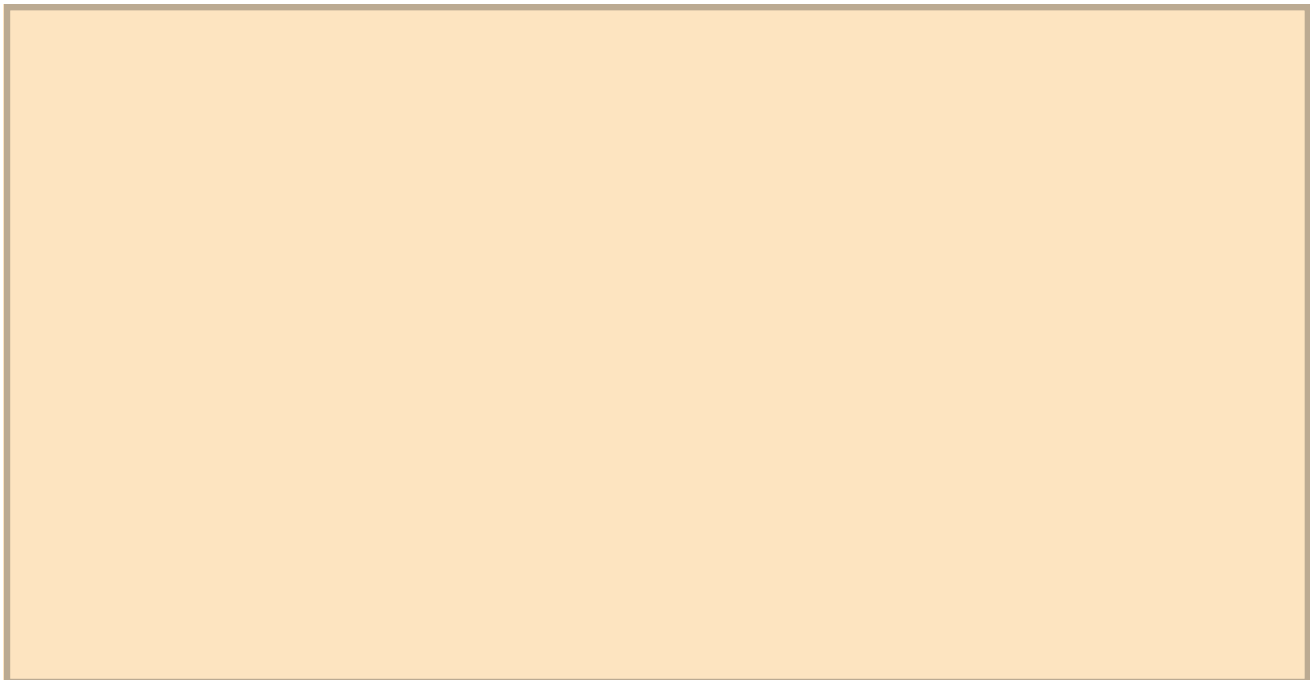


**3. What is one thing we can let go of right now — something consuming energy without moving us forward?**



## OUR Q2 COMMITMENTS:

Use this space to capture the specific commitments your team is making as you move into Q2.





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## Is Your Team Still Navigating by January's Map?

Most leadership teams work through a toolkit like this once — and then return to the same patterns within a week.

Not because they aren't committed. Because sustained alignment requires more than a template. It requires shared accountability, honest conversation, and someone who can hold the space for the harder questions.

That's what I do.

I offer a focused two-hour facilitated session that takes this framework further — built around your team's specific priorities, barriers, and decisions. Teams leave with a Q2 alignment plan they actually own.

**Special pricing is available during April 2026.**

Let's talk.

- Contact me: <https://gqr.sh/4QHN>
- Book a time directly using the QR code

*Michael*

Michael Randel

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Helping Leaders and their Teams  
Move Through Change and Growth  
With Calm and Confidence

