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| **Three-Year Vision** | **Hoshin Objective**  **(What and Why)** | **Overall**  **Lead** | **Activities**  **(How)** | **Targets**  **(Measures, by When)** | **Lead**  **(Who)** | **Support (Who)** | **Midyear Reflection** | | |
| **Results** | **Evaluation** | **Reflection** |
| **Focus Areas:**  **Three-Year Metrics:** |  |  |  |  |  |  |  |  |  |
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