



## Goal Setting

*Do your people have clear targets that are relevant to their job and tied to the business? Are their goals fully understood and easily measured? Are your people clear on their fit in the organization and how they contribute to the success of the company?* According to several recently published studies, the answer to each of these questions is: "probably not". As a manager, it is your responsibility to clearly articulate goals for your people and validate that the goals are well understood.

## Target group

Early to Mid Career Managers

## Topics

- ⇒ What is goal?
- ⇒ What is a critical success factor (CSF)?
- ⇒ What are different types of goals?
- ⇒ How do you measure goals?
- ⇒ How do you create enthusiasm with goal setting?
- ⇒ How do you foster ownership in goal setting?
- ⇒ How do you paint a vivid outcome with goal setting?
- ⇒ How do you review goals?

## Approach

The training course is instructor led and is designed to be highly interactive with practical exercises. This module includes Commitments to Action (CTA's) which ensure that the learning is applied in the field.

## Duration

1/2 day

## Course objectives

After this training course, you will be able to:

- ⇒ Implement a consistent and effective approach to goal setting
- ⇒ Positively impact your team's ability to achieve performance target
- ⇒ Improve employee satisfaction and retention

## Follow up courses

Setting Sales Standards, Setting Expectations, Coaching, Evaluation and Consequence, Managing Performance Problems