

Leading for Performance: Setting Goals for Success



Setting goals is the foundation of developing employees for Performance with Fulfillment—that productive, satisfying condition where people get a lot done and are fulfilled. New or inexperienced managers are often unaware or unable to effectively handle the challenges that can arise when establishing goals. As a result, their employees are unclear about direction and expectations, resulting in reduced commitment, low morale, and achievement well below what is possible.

In *Leading for Performance: Setting Goals for Success* (LFP-SGFS), participants will examine the characteristics of effective goals, the need for goals to address both performance and fulfillment, best practices for linking goals to strategy execution, and proven goal-setting processes.

MORE Model

"Good goals provide MORE information."	Measurable	Which measurements define success?
	Observable	Which behaviors contribute to goal success?
	Relevant	How does the goal contribute to organizational performance?
	Examples	What does the goal look like when it is being done well?

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Program Outcomes

Clear performance expectations and goals align individuals, departments, and the organization. LFP-SGFS enables first-line and mid-level managers to set goals for themselves and with their employees. This will ultimately contribute to long-term individual satisfaction and improved work group and organizational performance.

Learning Approach

LFP-SGFS is a half-day instructor-led module that can be facilitated by Wilson Learning or a leader-trained in-house professional. This enables:

- Face-to-face interaction among the participants and with the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

Enabling Improved Performance

LFP-SGFS features the Setting Goals Planner and Job Aid Card so participants can fine-tune and apply their newly acquired skills and behaviors on the job. Involving participants' managers and training them to coach is important for successful implementation.

Measurement

Organizations that implement LFP-SGFS have access to a broad range of tools to measure initial behavioral changes and business results. One approach may be surveying participants' direct reports to quantify the change and results. Other research options are also available.

Key Learnings Are . . .

The Challenges of Goal Setting

Performance and Fulfillment

Goal-Setting Conversation

Your Leaders Will Be Able To . . .

List advantages of mutually set goals and the issues that poorly articulated goals create

Identify the value of combining performance goals with fulfillment goals to keep people engaged

Conduct a structured conversation that results in quality goals and commitment

Continued

Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.