

Developing Performance Goals

Developing Performance Goals is a planning process because all good team leaders work to a plan, and they make sure those who work with them have a solid understanding of that plan.



The basis of any good plan is a set of definite goals. These must be specific, measurable, attainable, results-oriented, and time-framed. That spells SMART. Smart goals help people shape smart plans.

Just as important as setting goals and developing a plan is carrying out the plan. And this is where many people fail, because they are not really committed to the plan.

An important part of a team leader's role is to encourage team members to develop effective performance goals and to commit to those goals on a daily basis.

The key to developing an effective team is participation; when people participate in setting goals and developing a plan, they buy into that plan. The plan becomes their own.

Program Description

Unless managers and team leaders are successful in spelling out the organization's specific goals, their team members are not going to know how to meet those objectives. This module shows trainees how to establish specific, measurable, attainable, results-oriented, and time-framed performance goals. It then illustrates the steps that gain team member agreement and commitment to those performance goals.

Developing Performance Goals is an interactive, 4-hour group workshop designed for 6 to 18 participants.

organizational impact:

Developing Performance Goals will enable managers and team leaders to:

- Define goals, objectives, and performance standards.
- Identify and set performance standards that are specific, measurable, attainable, results-oriented, and time-framed, using concrete active language.
- Establish time limits for all performance standards.
- Involve team members in creating their own individual performance standards.
- Negotiate to develop performance standards for team members that address both desired results and team.