

# Personal Development



## STRATEGIES FOR EFFECTIVE GOAL-SETTING

- **Goals should emerge from and be aligned with the strategy of the organization.**
- **Some organizations take a top-down approach to goal-setting; others use a bottom-up approach. Most companies use a hybrid of the two.**
- **Goals must be SMART in that they are...**
  - **Specific**
  - **Measurable**
  - **Attainable**
  - **Realistic**
  - **Time-driven**
- **Prioritize by focusing people and resources on the goals representing the greatest return to the organization.**
- **Goal-to-Reality conversion involves the following:**
  - **Divide goal into specific tasks**
  - **Formulate an implementation plan**
  - **Garner the resources you need**
  - **Execute the implementation plan**
- **Validate goal success and effectiveness through performance measures and results.**
- **Review key learning(s) (i.e. speed bump, hurdle and roadblock) offered during goal processing.**