

A Remarkable Leadership Workshop

REMARKABLE LEADERS SET GOALS AND SUPPORT GOAL SETTING

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Workshop Objectives

You Will Know:

- The importance of goal setting
- The keys to a goal-setting mindset
- How to create collaborative goals
- How to create goal alignment

What Do You Think?

- What do I hope to gain from this session?
- How often/successfully do I set goals?
- What gets in my way?

The Importance of Goal Setting

“Man is by nature a goal-striving being. And because man is ‘built that way’ he is not happy unless he is functioning as he was made to function -- as a goal striver. Thus true success and true happiness not only go together, but each enhances the other.”

~Maxwell Maltz, in Psycho Cybernetics

The Importance of Goal Setting

- Creates Personal Alignment
- Creates Engagement
- Creates Meaning
- Creates Better Results

A Successful Goal-Setting Mindset

- Size
- Belief
- Investment
- Commitment
- Action
- Purpose

Creating a Vision

- Your wishes and hopes for your team/organization?
- The future of your industry?
- Technological changes that might impact you?
- New opportunities?

Why Collaborative Goals?

- To gain agreement
- To set collective consciousness
- To create engagement
- To manifest synergy

Provide Ongoing Support

- Be a goal-setting role model
- Listen to their concerns/remove obstacles
- Provide resources
- Value and use their expertise
- Keep focus on the big picture
- Celebrate all successes

Alignment Creates

- Energy
- Synergy
- Magic!

Creating Alignment

- Understand the alignment yourself
- Ask people
- Create conversation
- Identify examples
- Make a list
- Check your list for alignment
- Be willing to eliminate

Creating a Process

- Keep the picture clear
- Communicate continually
- Invest time
- Be enthusiastic
- Track progress

Your Now Steps

The Goal-Setting Leader

1. Brainstorm and capture your thoughts regarding what is possible and desirable for your team.
2. Involve your team in setting your goals.
3. Meet with your team and begin the *collaborative* goal-setting process.

Your Now Steps

The Power of Alignment

1. Look at the alignment between your work and the team's and organization's goals and objectives.
2. Use your personal exercise as the impetus to start this process with the whole team.
3. Make time in your team calendar to look at alignment from the group perspective.

Your Next Steps

1. Reflect on what you've learned.
2. Teach these concepts to a colleague.
3. Ask yourself: “Which Now Steps will I apply *right now?*”
4. Take that action!
5. Commit to your daily application to lock in your learning and achieve greater results!

Thank You

“We move toward
our potential when we turn
learning into action.”

~Kevin Eikenberry