

GOAL SETTING

Managers



Driving High
Performance



The 7 Musts for successful Goal Setting:

- 1** Make sure goals are SMART.
- 2** Assign between 5 and 7 goals.
- 3** Discuss and align the goals with each member of your team.
- 4** Link individual goals to the business BSC, to create a sense of real purpose.
- 5** Ensure your employees' goals provide a stretch beyond their job description.
- 6** Assign a minimum weight of 10% to each goal, based on the importance and effort required on that goal.
- 7** Check that goal weights add to 100%.