# SETTING GOALS SETS YOU ON THE RIGHT TRACK TO SUCCESS

## Create and manage your goals through iSuccess

iSuccess is a portal that enables employees map and plan their lifecycle at HCL. It caters to goal setting and management, and also facilitates Design U2.0 – designing a better you! Design U2.0 is about enhancing the four key organizational capabilities desired in individuals – listen, collaborate, ideate and create. It ensures that we as an organization are ready to embrace this exciting, uncertain and yet promising future.

Login to My HCL and go to iSuccess.

**iSUCCESS**
Enable. Engage. Empower.

### STEP 01

**Introduce Yourself!**
- Click on Employee Files to upload your picture
- Go to My Profile (ESS on MyHCL homepage) to validate/add your information
- Update your skills on My Skill Profile

### STEP 02

**Set your Goals!**
- Go to iSuccess homepage drop down and click on Expectation Exchange
- Create your goals in accordance with your Reporting Manager/ Project Reporting Manager

### STEP 03

**Validate your goals**
Get your goals validated by your Reporting Manager/ Project Reporting Manager

### STEP 04

**Collaborate to achieve your goals**
- Link your goals to employees within your hierarchy
- Cascade your goals to relevant employees within or outside your hierarchy.

### STEP 05

**Seek feedback on your goals at any time throughout the year**

## Things to Remember

- You will only have one goal sheet, irrespective of the number of projects you are assigned to.
- While creating your goals, you have an option to choose them from Goals Library (list of commonly used Goals).
- It is important that you get your goals validated by your Project Reporting Manager before you start working on them
- Take feedback from your PRM before you get delimited from a project and get assigned to a new one.