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| **SMART Objectives** |
| Replace **20%** the **cooling and lighting systems** (HVAC**)** in the cable landing stations **(CLSs)** which are (Abt,eldars) to sustainable systems in 3 months, starting 2025 one system every 6 Weeks. |
| **What makes this goal specific? Does it provide enough detail to avoid ambiguity?**  ***Response***: The goal is specific because it’s clear what Telecom Egypt (INT. Unit) needs to do to achieve it (update the HVAC system and replace it with a new sustainable system) |
| **What makes this goal measurable? Does it include metrics to gauge success?**  ***Response***: The goal is measurable because it sets a metric of **a system every 6 weeks**. |
| **What makes this goal attainable? Is it realistic given available time and resources?**  ***Response***: The goal is attainable because the team has 4 months to plan and plan execute the goal. Changing the HVAC system for the smallest cable stations in total 10 CLSs, which is in line with the results of previous marketing campaigns. |
| **What makes this goal relevant? Does it support project or business objectives?**  ***Response***: The goal is relevant because Sustainable network is one of the Corporate goals and supports INT Unit objectives. |
| **What makes this goal time-bound? Does it include a timeline or deadline?**  ***Response***: The goal is time-bound because it sets a deadline first quarter 2025. |
| Use **PUE metric** in **20%** of the cable landing stations (CLSs) in Telecom Egypt by the calculations of all energy and loads used in (Abt,eldars) starts after system upgrade and finished by the med of **2025**. **(The power usage effectiveness : T**otal amount of Energy used / IT equipment energy usage **)** |
| **What makes this goal specific? Does it provide enough detail to avoid ambiguity?**  ***Response***: The goal is specific because it’s clear what Telecom Egypt (INT. Unit) needs to do to achieve it (the calculations of all energy and loads used in (Abt,eldars) and PUE). |
| **What makes this goal measurable? Does it include metrics to gauge success?**  ***Response***: The goal is measurable because it sets a metric of a 2 CLSs at 2 months to calculate the energy used. |
| **What makes this goal attainable? Is it realistic given available time and resources?**  ***Response***: The goal is attainable because the team has a full year to plan and execute the goal. Two CLSs are the smallest stations and can as prototype for the 10CLSs. |
| **What makes this goal relevant? Does it support project or business objectives?**  ***Response***: The goal is relevant because Sustainable network is one of the Corporate goal and support INT Unit objectives. |
| **What makes this goal time-bound? Does it include a timeline or deadline?**  ***Response***: The goal is time-bound because it sets a start and end of the goal and duration of 3 months. |
| Enhance **the Conditions of work** at Telecom Egypt by replacing **35%** of the office in the **basement floor** to a place with good ventilation, lighting and furniture by the first quarter of **2025**. |
| **What makes this goal specific? Does it provide enough detail to avoid ambiguity?**  ***Response***: The goal is specific because it’s clear what Telecom Egypt (INT. Unit) needs to do to achieve it (replacing 35% of the office in the basement floor to a place with good ventilation, lighting and furniture). |
| **What makes this goal measurable? Does it include metrics to gauge success?**  ***Response***: The goal is measurable because it sets a metric of 35% of the basement offices. |
| **What makes this goal relevant? Does it support project or business objectives?**  ***Response***: The goal is relevant because Sustainable network is one of the Corporate goal and support INT Unit objectives. |
| **What makes this goal time-bound? Does it include a timeline or deadline?**  ***Response***: The goal is time-bound because it sets a deadline by the first quarter of 2025. |
| Develop **20% of the** employees in **supervisory positions** at Telecom Egypt by using leadership workshops to enhance employee satisfaction by 10% by first quarter of 2025. |
| **What makes this goal specific? Does it provide enough detail to avoid ambiguity?**  ***Response***: The goal is specific because it’s clear what Telecom Egypt (INT. Unit) needs to do to achieve it (Development employee in charge to enhance satisfaction be implementation of leadership workshops). |
| **What makes this goal measurable? Does it include metrics to gauge success?**  ***Response***: The goal is measurable because it sets a metric of 20% of supervisory positions. |
| **What makes this goal relevant? Does it support project or business objectives?**  ***Response***: The goal is relevant because Sustainable network is one of the Corporate goals and supports INT Unit objectives. |
| **What makes this goal time-bound? Does it include a timeline or deadline?**  ***Response***: The goal is time-bound because it sets at the end of the quarter 2025. |