

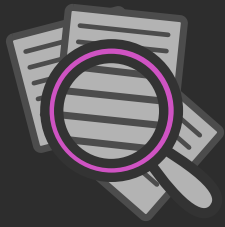
On-Target Goal-Setting

Setting the Stage for Rockstar
Performance in the Workplace

For more details and additional offerings, visit our website: <https://shockinglydifferent.com>

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SHOCKINGLY
DIFFERENT LEADERSHIP



COURSE OVERVIEW

Ever wonder why many employees are confused about how they are really doing or are not demonstrating their full potential?

Frequently we don't do a good job of co-creating their performance goals with them, defining what the levels of success look like and connecting their goals to the company's strategic plan.

Setting goals is important because it provides a framework to achieve greater landmarks in your business or career. Effective goals motivate people and make it clear to them where they should direct their energy.

Whether long-term or short-term, goals are necessary for driving work and business activities in the right direction. To innovate, excel in customer satisfaction and produce exceptional products and services, all employees need to set proper goals.

In our workshop, we'll explore best practices in leading goal setting activities and help learners set goals they'll want to achieve (and actually do it!).

If you're hungry to improve goal setting to impact positive individual & team performance at your company, this development experience is a great place to start!

WHAT PARTICIPANTS WILL LEARN

- **Understanding the Research:** How employees react to goals isn't random; it's based on behavioral science they see daily.
- **Knowledge on Use of Goal Types:** How different goal types and the triangle of quantity, quality and command intersect to provide the right focus for specific situations.
- **Understanding the Model:** How to use the S.M.A.R.T.E.R. goal framework to create extremely sound job performance and business goals which align with organizational strategy.
- **Facilitation of Goal Setting:** How to use simple yet powerful facilitation skills for leading conversations on locking down goal setting - up, down, and across the organization.
- **Handling Difficult Goal-Setting Debates:** How to gain confidence in holding difficult goal-setting conversations calmly and assertively, resulting in a win-win agreement.
- **Mindset Shift:** How to overcome the mental barriers and roadblocks which creep up during goal-setting activities.



HOW YOUR COMPANY WILL BENEFIT

- Reduced time spent refereeing disagreements and conflicts between team members & employees and their manager
- Reduced stress because disagreement and conflicts about work direction are faced and solved instead of ignored or avoided
- More openness because employees feel more empowered in defining how they will commit to the company's uber success
- Increased confidence of managers and leaders in having difficult conversations around goal-setting



ADDITIONAL INFORMATION

Audience:	Employee and Manager versions available
Available formats:	1/2 day and full-day versions available
Modalities:	Instructor-led (both onsite and virtual)
Fees:	Contact us to schedule a discovery call & receive a free price quote

<https://www.shockinglydifferent.com/get-free-quote>

ABOUT SDL

Shockingly Different Leadership is a human capital professional services consultancy that provides organizations access to the best consulting expertise in the areas of Talent Development, Organizational Development, & Human Resources - on an on-demand, project, or contract basis.