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SMART Goals –
How to make them work?

Speakers Profile

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House Keeping Instructions

All phones are set to mute. If you have any questions, please type them in the chat window located beside the presentation panel.

We have already received several questions from the registrants, which will be answered by the speakers during Q&A session.

We will continue to collect more questions during the session as we receive and will try to answer them during today's session.

In case if you do not receive answers to your questions today, you will certainly receive answers via email shortly.

Thank you for your participation and enjoy the session.

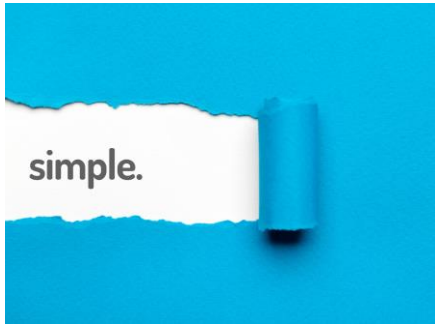
S	**Specific**	With clearly stated and defined actions
M	**Measurable**	With measurable outputs defined according to criteria (quantity, quality, time)
A	**Attainable**	Achievable and realistic
R	**Relevant**	Relevance to Business need/Mission
T	**Time Bound**	Within a clear time-frame

SMART Goals

Setup “SMART” Goals

Execute “SMART” Goals

Review “SMART” Goals



Most people & Most Organizations Miss Their *Goals* !?!?!

Root-causes of Breakdown in Execution of "SMART" Goals

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Does every one in your organization know the PURPOSE of SMART goals in letter & spirit?

Summary of Root Causes - Individuals

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Purpose

Does every one know the "WHY" of the Goal?

- The purpose acts as inner drive of the individual.

Actions

Does every one know the "WHAT" to do for the Goal?

- Translating Goals to actions brings in clarity for execution.

Commitment

Does every one is feeling "PART" of the Goal?

- Each members involvement is decided by how much they took part in the planning of the goal.

Summary of Root Causes - Teams

Enabling

Does the leaders makes it "EASY" for the team to meet the Goal?

- Leaders should be encouraging and enabling teams in meeting goals.

Camaraderie

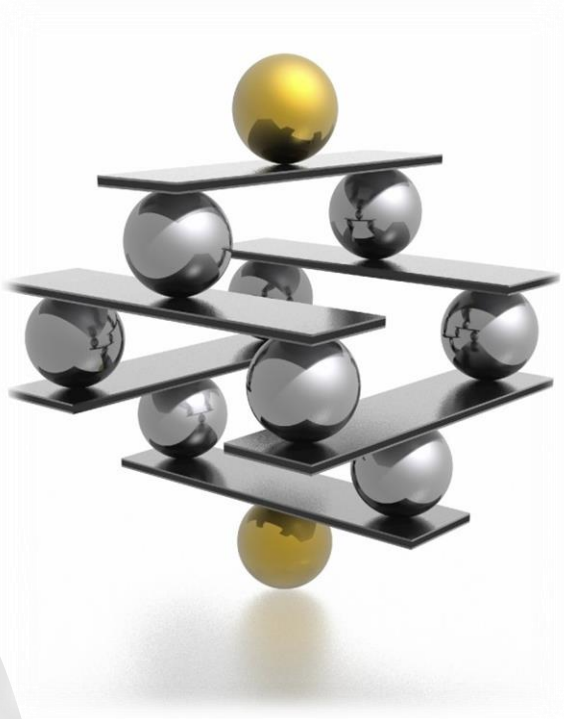
Does the leaders build "SPORTMANSHIP" for the teams to compete on performance?

- Leaders role is to build synergy and competitive spirit within various teams in organization.

Accountability

Does the system drives "OWNERSHIP" behaviour among the team members?

- System drives behaviour of team which determines the success or failure of the execution.



The Execution - Excellence challenge

Goals are “3” Types

1. **Is to Trouble Shoot/Sustain. (Keeping it at Current Level)**
   - Repeated efforts taken to keep it going
   - Successful practices which have given excellent results

2. **Is to Improve.(Taking the Next Step)**
   - Efforts taken to keep improving
   - Know your “X” to Mark your “Y”

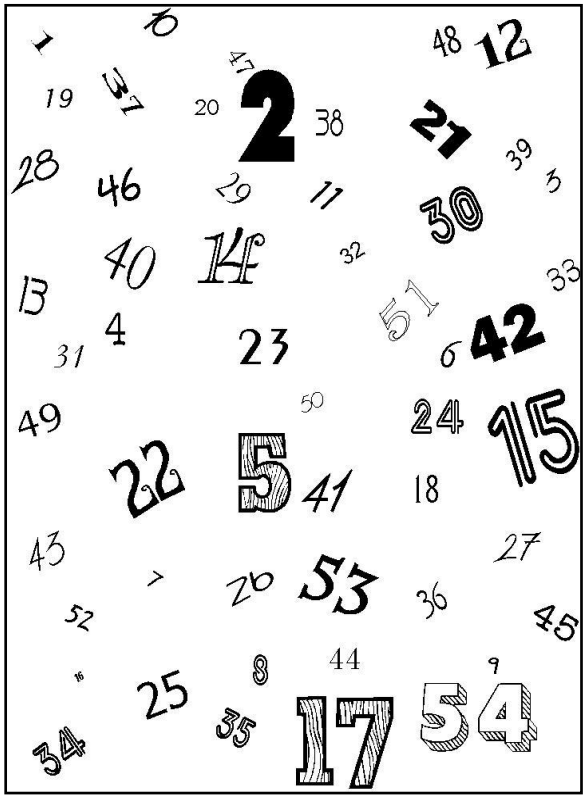
3. **Is to Innovate.(Taking a Giant Leap)**
   - Efforts that are ground breaking
   - Aim your “Z”

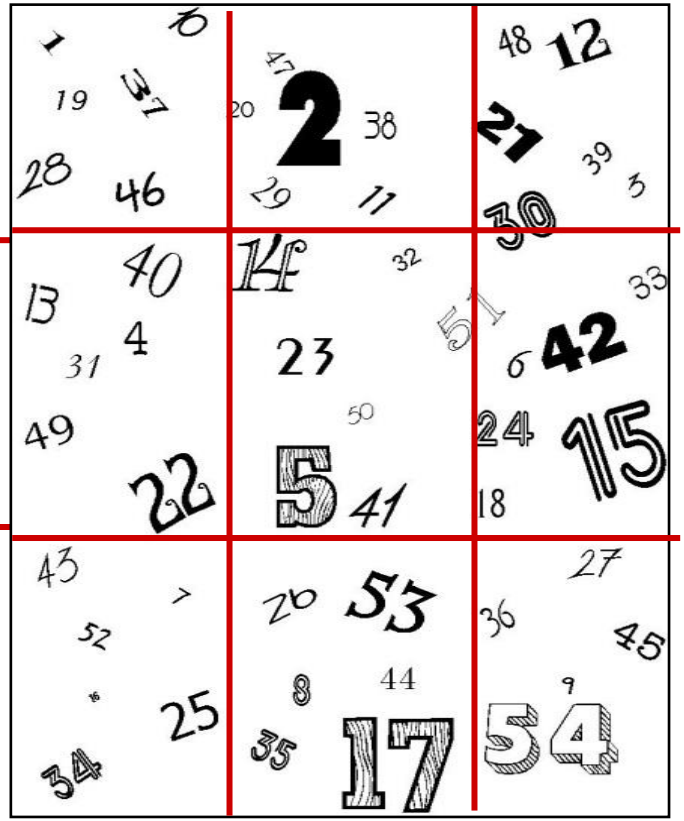
Execution Gap

It’s one thing to come up with great strategies and goals, but it’s quite another to actually get them done. This is called the execution gap.

-Stephen Covey

Execution Framework





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S	Specific:
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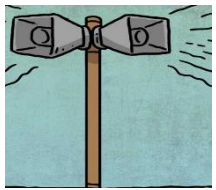

Getting Flow into the structure of our Goals

Specific –

- **Make it Big**
- **Link it with Purpose**

"**PURPOSE**" defines the "**ACTION**"

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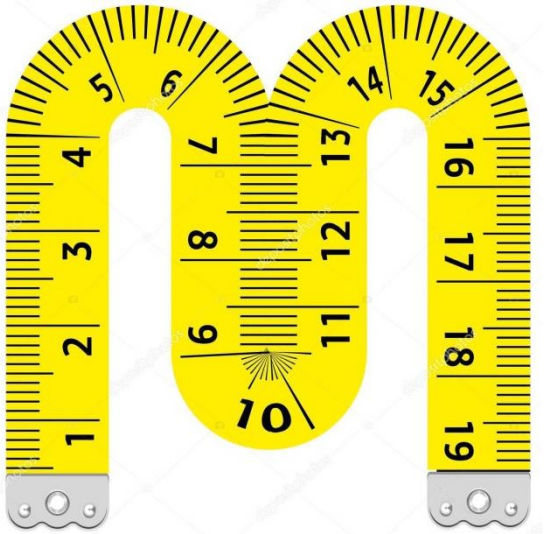
Does you or your team develop measures of tracking actions for your SMART Goals?



Measurable –

- **Keep it simple to score**
- **Make milestone visible**

SCORES Keeps the Game **"ALIVE"**

Attainable –

- **Align with team**
- **Sharpen the cutting edge**

"**ART**" always come with HE**ART**

Relevance –

- **Practice with Rigour**
- **Ensure Actions making impacts**

"Freedom" is in the "**DISCIPLINE**"

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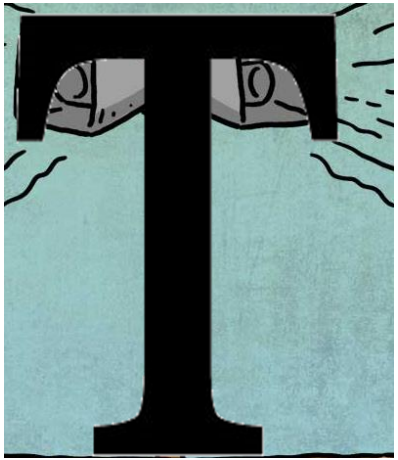
Do you hold accountability meetings among your teams on actions agreed or taken towards SMART Goals?



Time All – Timely

- **Tell your actions - Weekly**
- **Tell your results - Monthly**
- **Appreciate your Team - Quarterly**

Keep the *"Cadence"* for a Good *Song*

Re Defining - S.M.A.R.T

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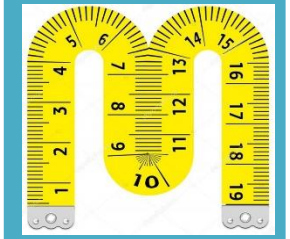
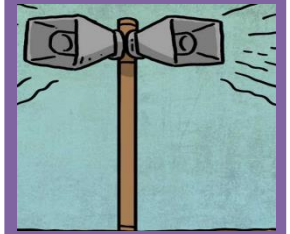
Set Purpose



Measure Simple

Align Team

Rigorous Practice



Timely Tell all

An idiot with a plan can beat a genius without a plan - Warren Buffett

Got Questions

Thank You