Goal Setting

Natural Work Teams

Date
What is a Goal?

Goals are the path to get where you want to go... In other words, goals communicate the WHO, WHAT, WHERE, WHEN, & HOW.
We set Goals all the time...

- What do you want to do this weekend?
- What are you ‘saving’ money for?
- Weight loss/Exercise routine?
- What was your New Year’s Resolution?
How successful have you been in achieving your goals?

- What has gotten in your way to achieving your goal?
- How long have you been working on your goal?
- Is that goal you set still a goal? Or have other goals taken greater importance?
- Why do you think most goals go unachieved?
Goal Setting

Why set goals?
Objectives

- Introduction to setting S.M.A.R.T. Goals
- Identify each step in developing SMART Goals
- Define team goals—e.g. Metrics
What is a Goal?

- Goals are the path to get where you want to go... In other words, goals communicate the Who, What, Where, When, & How.

- Goals are specific things we want to accomplish in a specific time frame.

- There are five qualities a goal should have... a good Goal should be S.M.A.R.T.
Goals should be **Specific**

- State exactly what you would like to see happen.

- Any goal must be distinctly or precisely stated.

“*We want to decrease quality errors...*”

“*We want to decrease quality errors in the door station...*”
Goals should be **Measurable**

- How will you know you have achieved your goal?
- How will you Measure your success?

“We want to decrease quality errors in the door station by a lot...”

“We want to decrease quality errors in the door station by 25% (or from 8 defects to 6 defects)...”
Goals should be **Attainable**

- Can you accomplish this goal?
- Is this goal possible?
- Is the Team setting itself up for success or failure?
  - Don’t set yourself up for failure before you even start.

“We want to decrease quality errors in the door station by 25%...”
Goals should be **Realistic**

- Do you have the capability to achieve this goal?
- Are there other obstacles to achieving this goal?
- Are they surmountable? (Can you overcome it?)

“We want to decrease quality errors in the door station by 25%...”
Goals should be **Timely**

- Is this the right time to attack this goal?
- Are all members ready to attack this goal?
- Are there problems that should be dealt with first?
- When should this goal be accomplished?
  - Set a deadline!

“*We want to decrease quality errors in the door station by 25% by the end of next month.*”
REMEMBER!

All of your goals should have some

S.M.A.R.T behind them!

- **Specific** = What exactly do you want to achieve?
- **Measurable** = By how much?
- **Attainable** = Can the Team accomplish it?
- **Realistic** = Do you have the capability?
- **Timely** = When do you want to achieve it by?
Practice!

Today’s personal “to-do” list...
- Exercise routine...
- Decrease scrap/defects...
- 5-S...
- Personal Productivity...