

Aligning Goals to Strategic Priorities

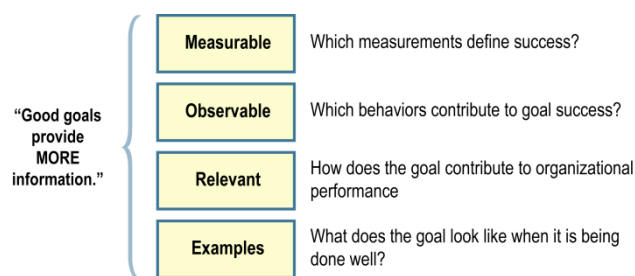


Setting goals is the foundation of developing employees. New or inexperienced managers often struggle to clearly communicate to their direct reports how goals are connected to strategic priorities. As a result, their employees are unclear about direction and expectations, which can result in reduced commitment, low morale, and underachievement.

In *Aligning Goals to Strategic Priorities*, participants will:

- Explore the impact of organizational goal alignment
- Learn from best practices goal setting
- Create goals that support their organization's strategic goals
- Learn to lead through changing goals
- Create goals for themselves

MORE Model



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Program Outcomes

Clear performance expectations and goals align individuals, departments, and the organization. This program enables first-line and mid-level managers to set goals for themselves and with their employees. This will ultimately contribute to long-term individual satisfaction and improved work group and organizational performance.

Learning Approach

Aligning Goals to Strategic Priorities is delivered as a 3-hour virtual module. The program can be facilitated by Wilson Learning or a leader-trained in-house certified facilitator. This enables:

- Peer-to-peer virtual, real-time interaction among the participants and the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

Enabling Improved Performance

This program features the Setting Goals Planner so participants can fine-tune and apply their newly acquired skills and behaviors on the job. Involving participants' managers and training them to coach is important for successful implementation.

Measurement

Organizations that implement *Aligning Goals to Strategic Priorities* have access to a broad range of tools to measure initial behavioral changes and business results. One approach may be surveying participants' direct reports to quantify the change and results. Other research options are also available.

Key Learnings Are . . .

The impact of alignment of goals within an organization

Creating effective goals

The leader's role during organizational change

Your Leaders Will Be Able To . . .

Support organizational priorities and initiatives through individual and team goals that support the same outcomes

Create goals that truly motivate and measure achievement

Use goal setting as a way to shape new behaviors needed within changing organizations

Continued

Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.