2021

MODULE 3

PROGRAMMING & SITE OPERATIONS

GOAL SETTING & S.T.O.P PLANNING

CALA CONSTRUCTION
ACADEMY OF EXCELLENCE

keystone

GOAL SETTING

Ensure Leadership is Aligned

Employees will not align themselves with company goals if the leaders aren't in agreement in the first place. That's why alignment between decision makers is essential.

Involve Team Members in the Process

Bring your team members into the goal-setting process from the beginning to help them see the big picture from your vantage point. While they may not be able to sit in on those strategy sessions with you and your fellow leaders, it is important not to keep them at arm's length.

Use Language Your Team Understands

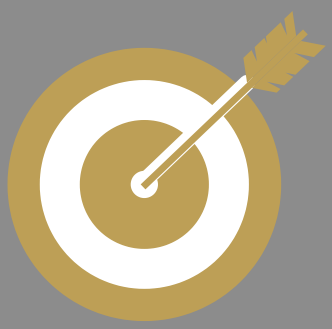
It's human nature—we tend to communicate in ways that resonate with us, as opposed to others. When motivating your team to invest in company goals, you need to put yourself in their shoes.

Tie Company Goals to Individual Goals

If there's one thing you know your team members are already invested in it's their own performance and success as part of your team. Bridging the gap between company and individual performance goals involves the employee in the goal-setting process and communicates this in a way that is relevant to them.

Explain the "Why"

Providing the necessary context is crucial for getting buy-in from your employees. They won't feel invested in company-wide goals if they don't understand *why* they exist in the first place.



Demonstrate Enthusiasm

If you aren't excited about those goals and milestones, you can't expect your team to be.

Revisit Goals Regularly

You need to make progress visible—not just the finish line. Keep your team in the loop on progress. And, of course, celebrate those milestones and achievements that happen along the way. Providing rewards and recognition will motivate your team to keep going.

S.T.O.P PLANNING