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How to work out your Team Goals

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How to work out your Team Goals

The purpose of this step is to help you determine personal and professional goals that you want to. Review the two lists below and select the goals that you want to achieve, add your own as required.

1. Personal goals.

- To have a better career.
- To reduce my stress levels despite working harder.
- To have a better work/life balance.
- To increase my job satisfaction level.
- To become a true professional.
- Attainment of something rare - the building of a high-performance team.
- Working with people who are loyal, supportive, and trustworthy.
- Professional development, acquiring new skills, knowledge, and leadership behaviours, and over time becoming increasingly better at whatever is being done.
- The ability to stand out and overachieve in comparison to others.
- Being respected and being liked.
- Wanting a promotion.
- To improve job satisfaction.

2. Professional goals.

- To upskill management competency and capability.
- To move away from a Traditional or Contemporary management style.
- To prepare for a future leadership position.
- To address management or departmental issues.
- To prepare for a major strategic business initiative.
- To manage increasing workloads.
- To do more with fewer resources.
- To have a faster start-up/reaction time to new and unplanned business needs.
- Staying motivated.
- Improving team member engagement.
- Establishing a team's purpose.
- Dealing with a lack of preparation to successfully lead.
- Addressing a lack of confidence.
- To stop micromanaging.
- Dealing with the pressure to succeed immediately.
- Communicating objectives to a team.
- Managing team talent.

- Leveraging team norms to drive performance.
- Mastering team conflict.
- Managing difficult team members.
- Letting someone go.
- Delivering bad news.
- Dealing with culture issues.
- Empowering team members.
- Engaging introverts.
- Fostering collaboration.
- Solving work performance and productivity issues.
- Fostering an environment of trust through recognition and feedback.

Measures

Next, looking at the list of goals you have prepared, against each goal, write down a measure that you can use as evidence that the goal has been achieved. Here are some example goals with measures:

- Lack of preparation to successfully lead. (Feeling more confident about managing and understanding my team.)
- Lack of promotion. (Received a promotion, increased responsibilities and managing more staff.)
- Need a better work/life balance. (Now have more personal time and getting to the gym more often.)
- An enjoyable lifestyle because of higher remuneration. (Increased remuneration, added a new hobby.)
- Developing managerial effectiveness. (Greater respect for myself, the team is working better together, productivity has increased.)
- Team member engagement. (Good and regular team member relations, improved retention, loyalty. and performance.)
- Micro-managing. (Have stopped micro-managing.)
- Leverage team norms to drive performance. (Team has direction.)
- Master team conflict. (Less conflict occurring, and conflict management is in place.)

Actions

1. Create a list of personal and professional goals.
2. Against each goal assign a measure as evidence that it has been achieved.
3. Make an entry in your calendar to review progress in three months' time.

4. Add the list of goals and measures to your High-Performance Leadership document.

Summary

1. **Review goals.** - The purpose of this step is to help you determine personal and professional goals that can be achieved because of becoming a high-performance manager. Review the lists below and make a list of the goals that you particularly want to achieve.
2. **Personal goals.** - To have a better career. To reduce my stress levels despite working harder. To have a better work/life balance. To increase my job satisfaction level. To become a true professional. Attainment of something rare - the building of a high-performance team.
3. **Professional goals.** To upskill your management competency and capability. To move away from a Traditional or Contemporary management style. To prepare yourself for a future leadership position. To address management or departmental issues. To prepare for a major strategic business initiative. To manage increasing workloads.
4. **Measures.** - Looking at the list of goals you have prepared, against each goal, write down a measure that you can use as evidence that the goal has been achieved. Lack of preparation to successfully lead. (Feeling more confident about managing and understanding my team.) Lack of promotion. (Received a promotion, increased responsibilities and managing more staff.)

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