

Personal 2-5-10

Setting Goals for Action and Finesse

Ross Peters, Managing Partner, EXPLO Elevate





What are your **goals this
year? Do they exist?
Who else knows (cares)?**



HACKING THE EMPTY CALORIE GOAL-SETTING PROCESS...

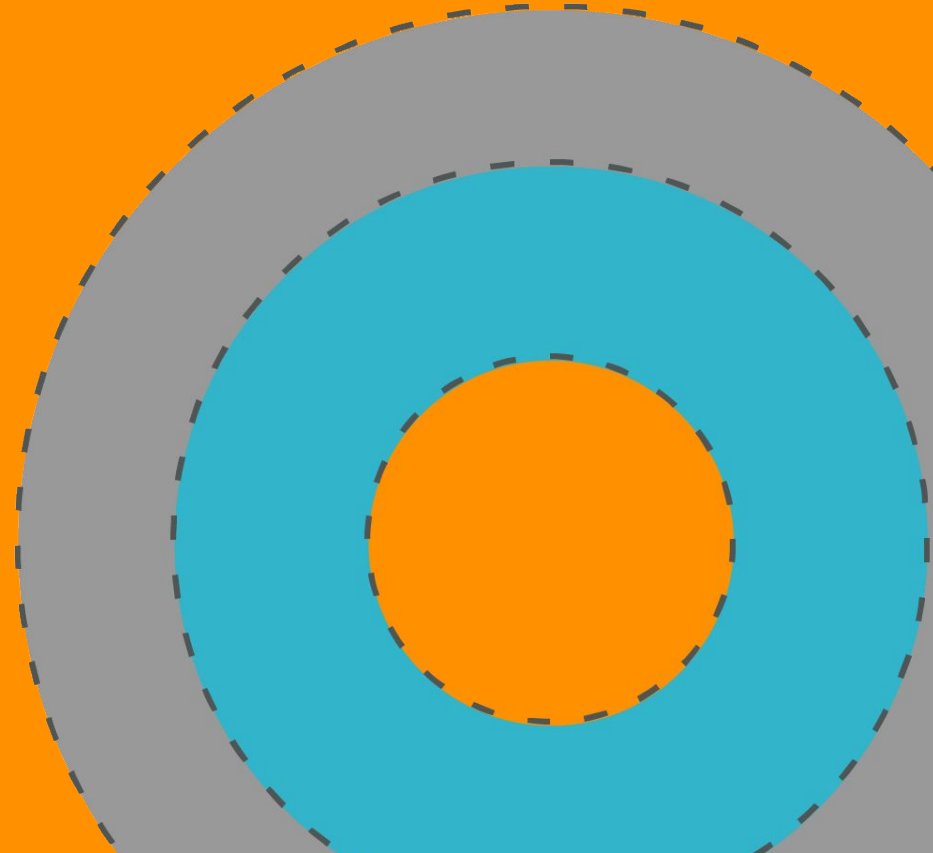
- What does normal process look like?
- How does one usually feel at the end?
- How should one feel?
- Does goal-setting process affect one's ability to execute on the goals?

TRANSFORMATION STARTS FROM HERE.



A PLAN...

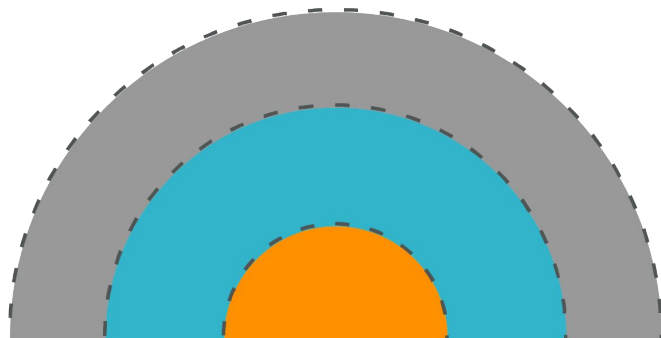
- Think widely enough
- Define a small number of goals
- Name challenges
- Share your goals with your supervisor and with those who report to you
- Post your goals
- Schedule time to access your progress toward them



TWO, FIVE, TEN:

Recipe for Success

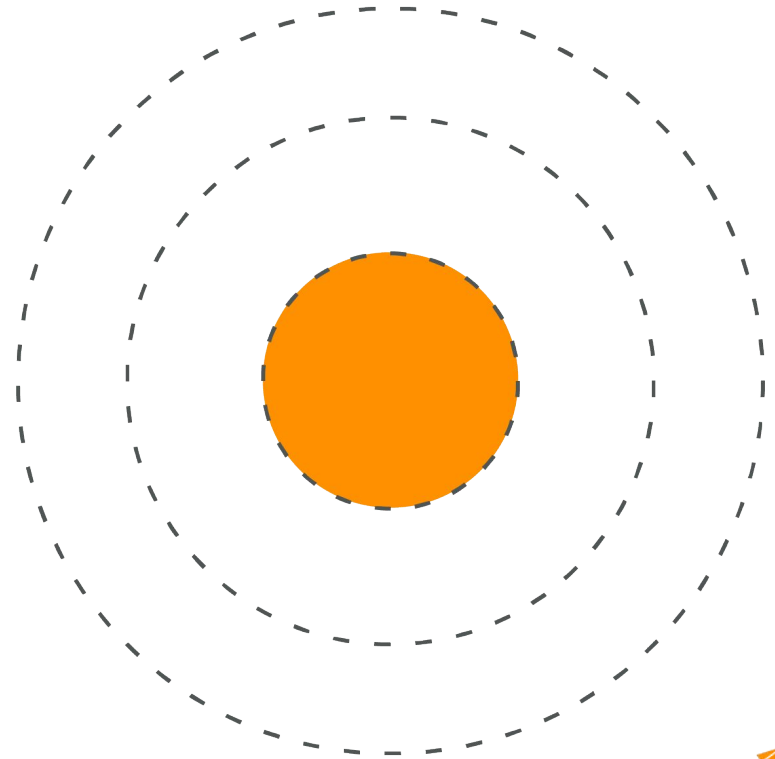
- Not the only way; not a magic wand
- But purposeful and transparent
- Replicable
- Scalable to teams



2-shareable

“NON-NEGOTIABLES”

There is room for two priorities that are non-negotiable. The TWO is an opportunity for the to create the all-important frame for goals The TWO is the CHARGE. You should not define more than the TWO. The TWO acts as a compass for the scope of your goals. With commitment and focus, the variables that will lead to success are in your hands.



Responsible: Individual and Supervisor

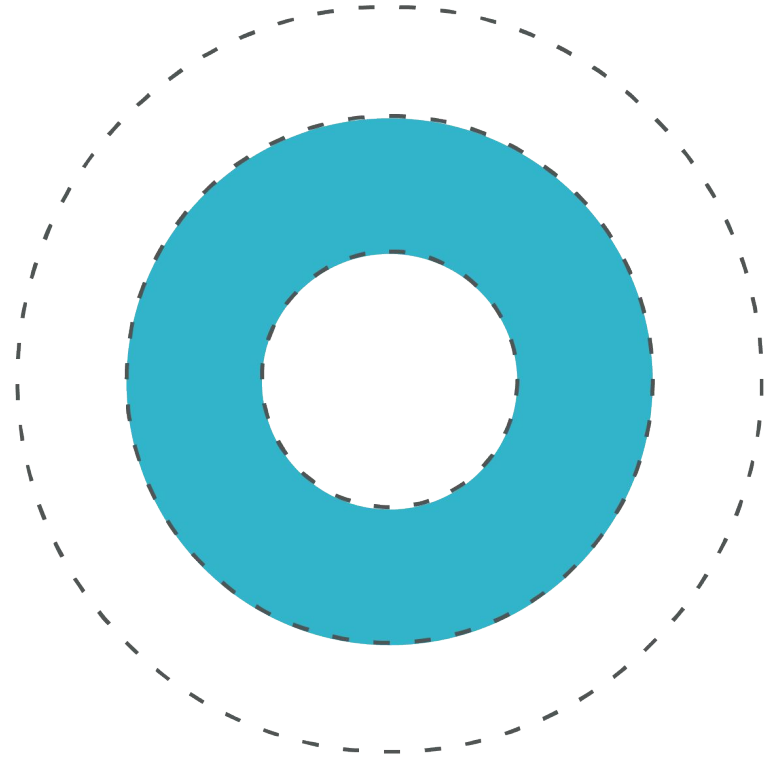


5-shareable

“CRITICAL INGREDIENTS”



There is clarity from the beginning that while the FIVE are hugely important, they may have to undergo some compromise. While you have control over some or most of the variables that would lead to success, there are aspects of the FIVE that may not be not fully in your hands.

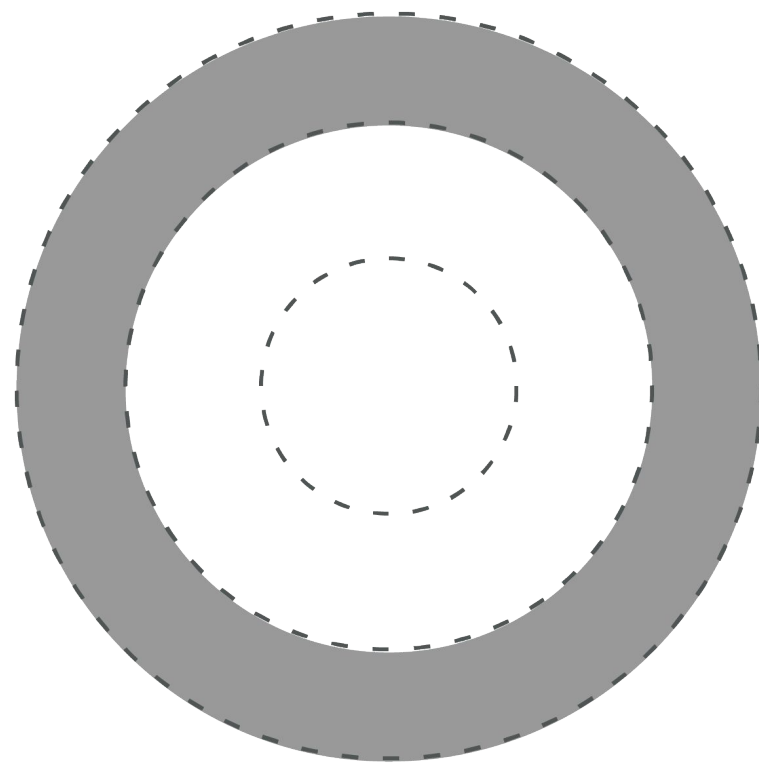


10-private

“WOULDN'T IT BE NICE IF' GROUP”



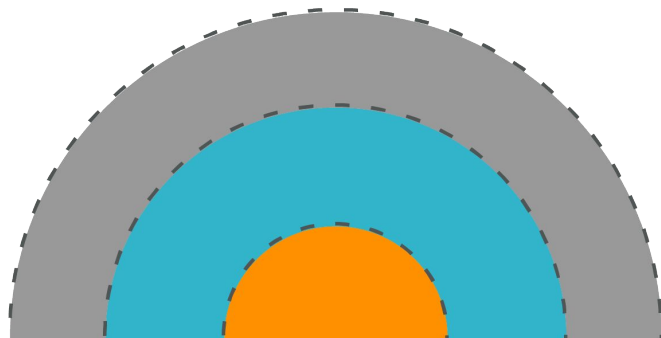
These items that capture hopes. Achieving all of them would be like hitting the lottery, achieving six of ten would be good news. The TEN creates the chance to dream about what would be ideal outcomes of the year ahead.



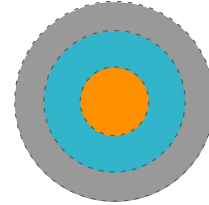
Approaching Goal-setting this Way:

- Creates appropriate and manageable expectations for progress. (appropriate transparency)
- Prevents an individual from overpromising and under-delivering.
- Positions one to maintain focus on what is most important.

Nothing is more important than the TWO, nothing on the list of TEN should stand in the way of getting as much out of the FIVE as possible.



Contact



Ross Peters
rpeters@explo.org

901-468-8480

