Illustra Live Virtual Workshops

2 hours: 16 to 25 participants

Goals Setting

Specific and ambitious goals lead to more performance improvement than easy or general goals. The goals should be specific, time constrained and difficult. The theory states that the simplest most direct motivational explanation of why some people perform better than others is because they have different performance goals. The essence of the theory is fourfold.

First, difficult specific goals lead to significantly higher performance than easy goals, no goals, or even the setting of an abstract goal such as urging people to do their best.

Second, holding ability constant, as this is a theory of motivation, and given that there is goal commitment, the higher the goal the higher the performance.

Third, variables such as praise, feedback, or the involvement of people in decision-making only influences behavior to the extent that it leads to the setting of and commitment to a specific difficult goal.

Fourth, goal-setting, in addition to affecting the three mechanisms of motivation, namely, choice, effort, and persistence, can also have a cognitive benefit. It can influence choice, effort, and persistence to discover ways to attain the goal.

ILLUSTRA Virtual Faculty

Dr Valerio Pascotto: Faculty Director, Illustra

He is a leading innovator in the field of live virtual coaching and virtual experiential learning. Together with noted author Tim Gallwey "The Inner Game of Work", he founded IGEOS® and has over 20 years of experience helping individuals and corporations reach their potential and maximize their productivity. Valerio has conducted seminars and developed programs in the areas of technology driven rapid change, change management, group integration, retention, team building, leadership, goal setting, and work effectiveness.

An effective performance management process starts with Performance Planning - Goal Setting. This program will help you to define goals, from big picture down to action steps through series of interactive activities. The session will also give you an opportunity to practice, iterate and refine team goals to specific measurable outcome.

Learning

- ❑ Gain Alignment
  - Setting Clear Goals
  - Stating purpose and meaning
- ❑ Address challenges by
  - Inspiring courageous and challenging goals
  - Distinguishing goals, objectives and activities
  - Defining specific measures
- ❑ Follow through by
  - Staying committed to your team and Organizational goals
  - Providing support to your team
  - Periodically monitoring and reviewing goals

At the end of the virtual workshop, participants will be able to :

- Learn to set clear and measurable goals using SMART model
- Practice various techniques to address challenges that leaders face with goal management
- Apply simple measures to evaluate self and teams' ongoing performance

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