

Objective Setting

In the workplace, our objectives can influence our behaviour which in turn can influence our performance, for better or for worse. It stands to reason that having meaningful, aspirational goals which your team members can really buy into can help improve their performance. Agreeing objectives is therefore an extremely important part of motivating people and creating high performing teams. It is also the first step in having structured and worthwhile performance conversations throughout the year.

Description

This topic will show you how to have motivational objective setting conversations with the people you manage. This means learning how to agree on objectives that are SMART (specific, measurable, achievable, realistic and timed). It's also about the bigger picture though, helping a team member to appreciate how their objectives align with those of their peers and their department.

This topic is suitable for new managers as well as more experienced managers looking for a skills refresher.

What does it involve?

During a 3-hour workshop, you'll be introduced to the tools and techniques for setting objectives which are motivational but also provide the clarity that people need to perform to a high standard. You'll also consider how your own objectives can be translated into meaningful goals for your team members. The workshop will feature a mix of exercises, discussions and case studies as well as the chance to practise your new-found skills.

Ahead of the workshop, you'll be asked to think about the last time you set objectives, what went well and what could have been better. Afterwards, you'll be encouraged to show how what you've learnt has been implemented back in the workplace.

What's the outcome?

Upon completing this topic, you'll be able to agree objectives which are challenging but achievable. You'll appreciate how this can motivate and develop the individual and help them to contribute to a high performing team. Not only will you be able to identify what good objective setting looks like, you'll be able to explain the rationale behind it to your team members.

Learning activities



Online
resources



Workshop

Delivery method:

F2F



VLE



Estimated learning time:

3 hours 30 minutes

How to book

bookings.governmentcampus.co.uk

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