

Continuum



Effective Goal Setting (For Supervisors)

Who would benefit from this presentation:

- *Managers and supervisors accountable for productivity.*
- *Managers who wish to better engage their staff in the work.*
- *Managers who want to help employees achieve their professional goals.*
- *Manager who wish to improve their effectiveness in communicating goals.*

Supervisors are in a constant balancing act between getting the job done, helping their employees develop and grow and achieving their own personal and professional goals.

This workshop discusses the values of setting clear, attainable goals and helping people grow and develop without losing sight personal goals. A person's developmental path has both successes and failures. Reflecting on the ups and downs of an individual's career path can be a tremendous tool for staff development.

Sometimes we forget how important it is to celebrate small accomplishments on our way to achieving the larger goal. Moreover, we must be able to anticipate and overcome obstacles and see failure as an opportunity to learn. This seminar focuses on the process of setting and achieving goals that satisfy the production requirements of the organization, the developmental needs of staff, and our own personal growth and development. The final exercise in this seminar deals with how to effectively communicate goals to people and how to avoid dysfunctional goals.

*What People Are Saying About **Effective Goal Setting for Supervisors**:*

"I liked when we talked about overcoming the fear of failure..."

"I liked that there were lots of opportunities to ask questions."

"Good ideas on how to help my associates develop."

"Good brain exercise; makes you take time to do self-examination about how you got here and where you stand now."

"I will treat failure as an opportunity to learn."

"I will re-evaluate management style and priorities; organize personal and personnel's goals."

"Kevin responded to needs identified by participants at the beginning."