

Improving Organizational Results

Improving Organizational Results provides organizations with a solid foundation for raising overall performance and achieving the desired results on a consistent basis.

Organizational Achievement Factors

- The Success/Results Model
- The Relationship between Performance & Results
- Organizational Achievement Factors
- Summary

Improving Organizational Results

- Barriers to Effective Team Performance
- Goals Are the Key to Improving Results
- Benefits of Setting Goals
- Goal Setting Principles & How to Apply Them
- Why People Resist Setting Goals
- Change the Way People Think to Achieve Goals
- Launching Your Goals Program

Implementing Your Goals Process

- Types of Goals
- How to Get Goals Specific
- Eliminate "Mutual Mystification"
- Clarify Expectations to Improve Performance
- Getting People to Perform Up to Your Expectations
- Writing a Goal
- Making it Simple

Identifying Your Most Important Goals

- Vision Statement
- Organizational Purpose
- Mission Statement
- Core Values & Principles
- Knowing What Goals to Set
- Stamping Out Uncertainty
- Defining Problems
- Identifying Productivity Improvement Goals
- Organizational Dream List
- Future Description
- Most Important Goals
- Thought Stimulators for Organizational Goals
- Creating a Motivational Environment

Developing Your Action Plan

- Helping Team Members Become Goal Directed
- The Importance of Balance
- Priorities Prevent Panic
- Clarifying S.M.A.R.T. Goals
- Completing a Goal Worksheet
- Communicating Goals and Expectations
- Summary for Developing Action Plans

Ensuring Greater Success

- The Role of Positive Reinforcement
- Keeping the Goals Process Alive
- Benefits of Keeping Score
- Knowing What to Track
- Principles of Keeping Score

Overview

- How to Use This Action Plan
- Organizational Goals Pyramid & Organizational Goals Cycle

Where We Stand Now

- SWOT Analysis
- SWOT Worksheet
- Where We Stand Now Worksheet
- Core Values & Principles
- Performance Excellence Assessment
- Culture Assessment

Where We Want to Go

- Vision, Purpose & Mission
- Organizational Dream List
- Future Description
- Master List of Goals –Long & Short-range
- Most Important Goals

How We Are Going to Get There

- Improving Productivity
- Productivity Improvement Sheet
- Helping Team Members Be Productive
- Employee Development Plan
- People Development Plan

Action Plans

- How to Get A Goal Specific
- Goal Worksheets

Affirmations & Visualization

- The Role of Self-talk in Success
- Sample Affirmations
- Affirmations Worksheet

Tracking Progress & Results

- Self-Evaluation Checklist
- Areas to Keep Score – A Partial List
- Scorekeeping Worksheet
- Creating Scorecards
- Sample Scorecards
- Graph Paper
- Barometers
- Feedback Log
- Report to Management

Accomplishments

Extra Forms

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