S.M.A.R.T. GOALS
&
AGILE GOAL PLANNING

- Provide:
  - Structure
  - Guidance
  - Task identification
  - Organization alignment

WHY S.M.A.R.T. GOALS?

- Identifies what you want to accomplish

- Provides a roadmap

- Answer the W's

  - Who – who needs to be involved

  - What – what needs to be accomplished

  - When – timeframe, additionally defined in the "T"

  - Where – not always relevant, but something to better help define

S = SPECIFIC

- Metrics used to determine progress
- Provides a finish line
- Advantageous to set milestones for longer projects

M = MEASURABLE

- Goal should inspire motivation – not discourage
- Often requires multiple steps to develop tools and skills necessary

A=ACHIEVABLE

- Connected to organizational goals or work

- Makes sense within the scope of your work

R = RELEVANCE

- Helps to ensures success
- Target dates for deliverable(s)
- Set milestones for goals requiring longer periods of time
- Time constraints create sense of urgency

T = TIME-BOUND

- SMARTER goals incorporate two additional steps:
  - E = Evaluation – regularly evaluate goal(s)
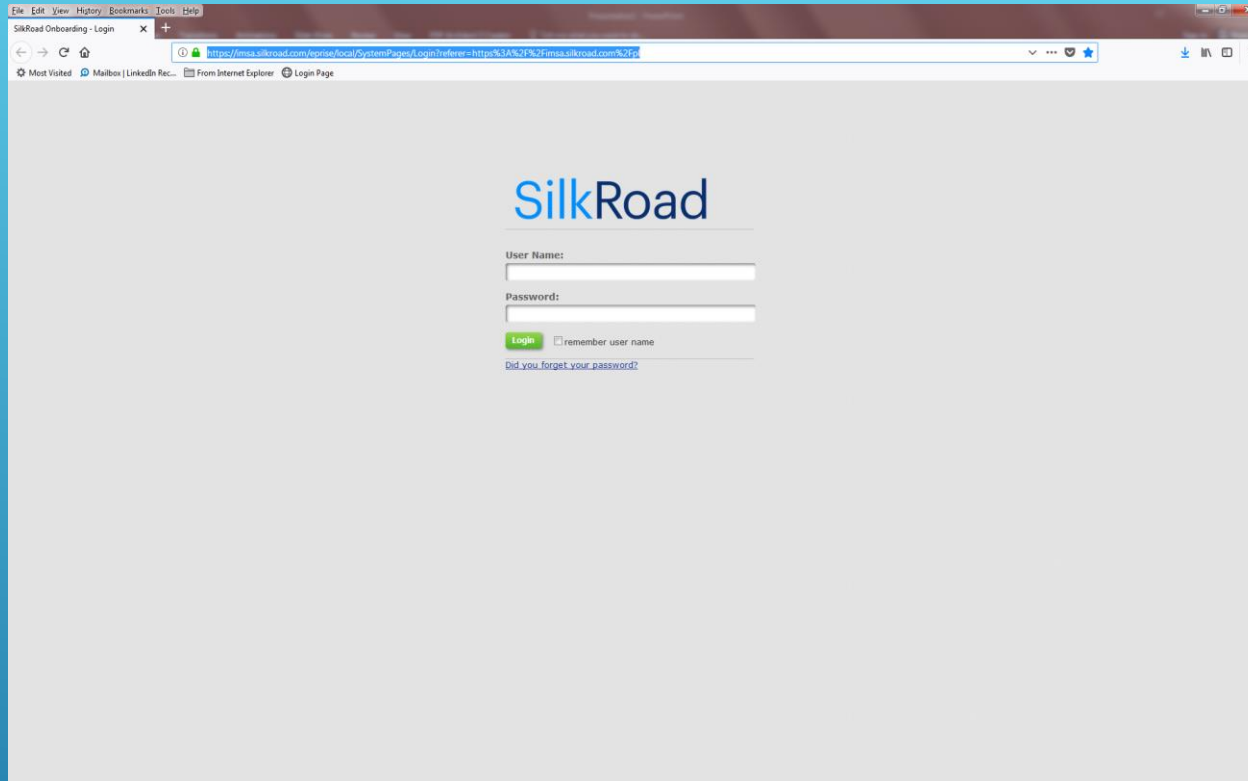 - R = Re-do – update as necessary

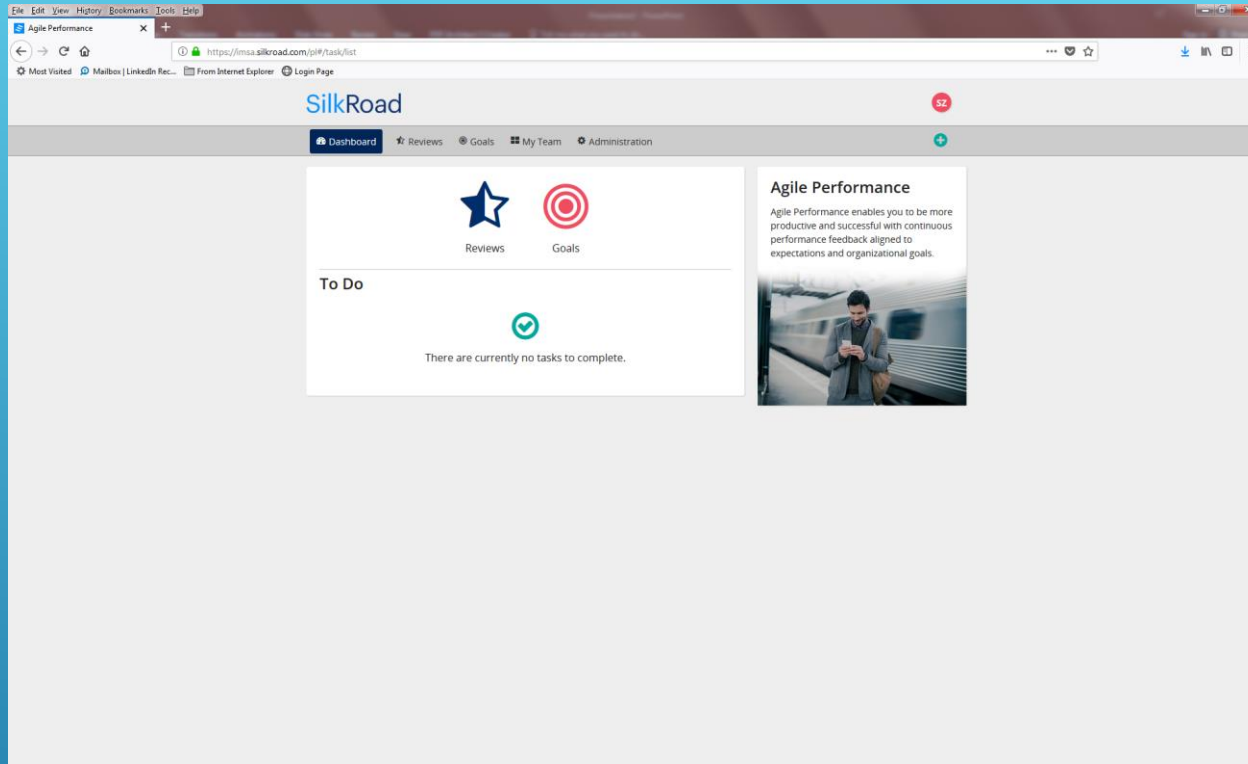# "E" AND "R"

AGILE GOAL PLANNING

- Agile is the new evaluation tool implemented this past year

- Performance Management tool
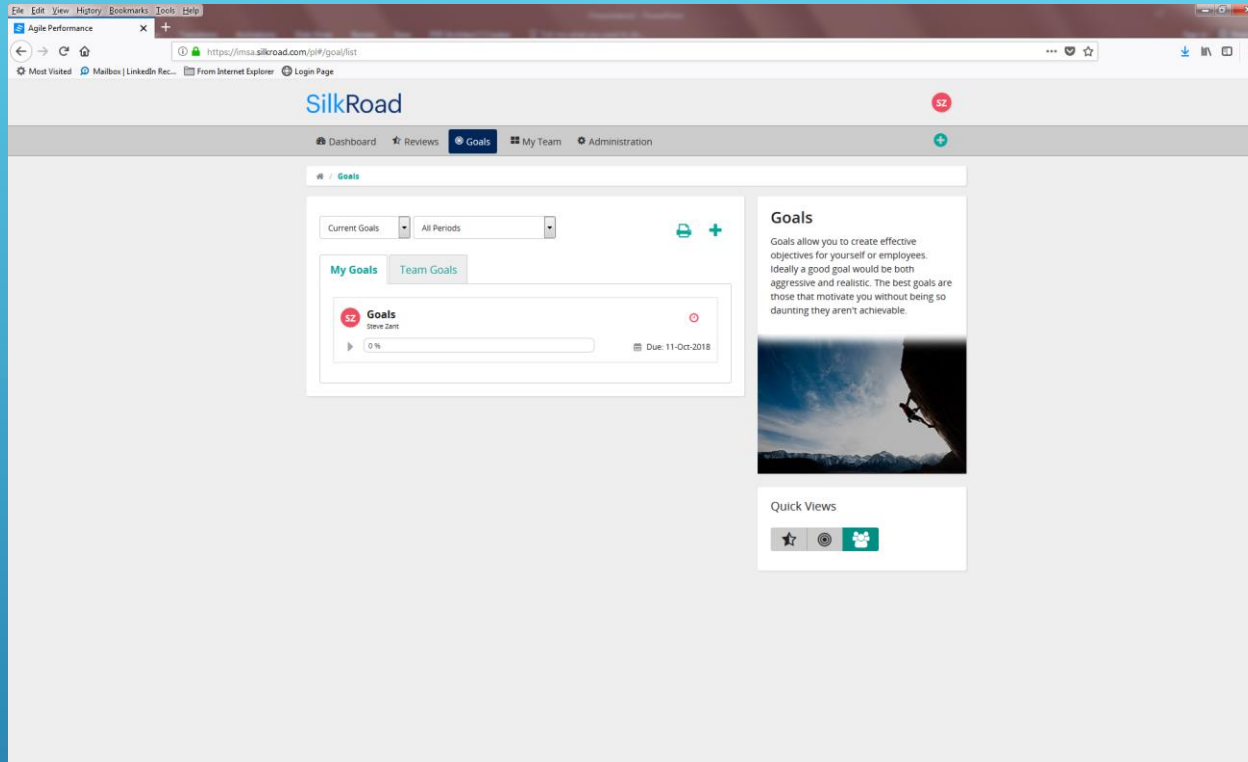
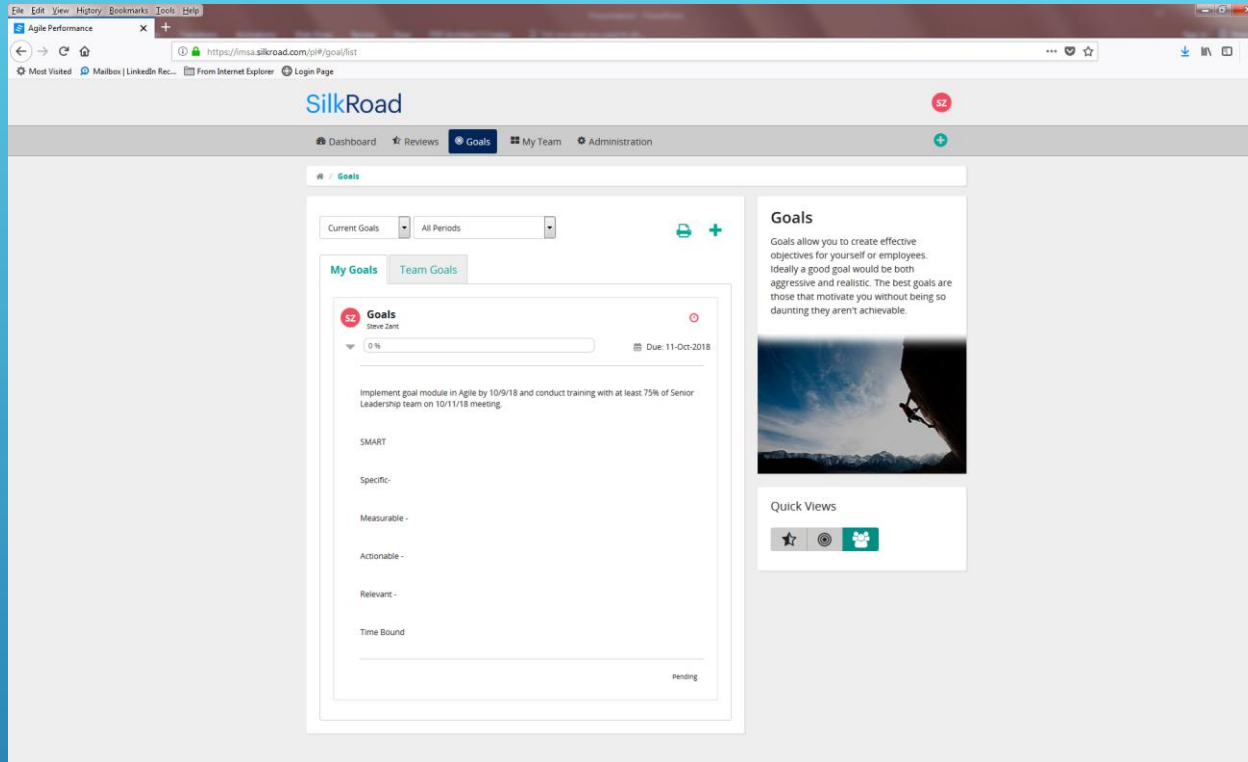- "Goals" is the next module we are currently releasing

WHAT'S AGILE?

LOGIN

DASHBOARD VIEW

GOAL PAGE

GOAL EXAMPLE

- url - https://imsa.silkroad.com/

- Username – firstname.lastname

- Password – Use the "Password Reset" link if you don't recall your password

  1. Click on "Goals"

  2. Click on "+" in right corner

  3. Add relevant information using the SMART goal framework

  4. Once submitted, an e-mail is sent to your manager for approval

  5. Progress can be tracked and documented in the system

THE DETAILS…

QUESTIONS?