

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

A decorative graphic consisting of several parallel white lines of varying thicknesses, slanted diagonally from the bottom-left towards the top-right, located in the lower right quadrant of the slide.

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

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

A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

- ▶ 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

A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

- ▶ 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

A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

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

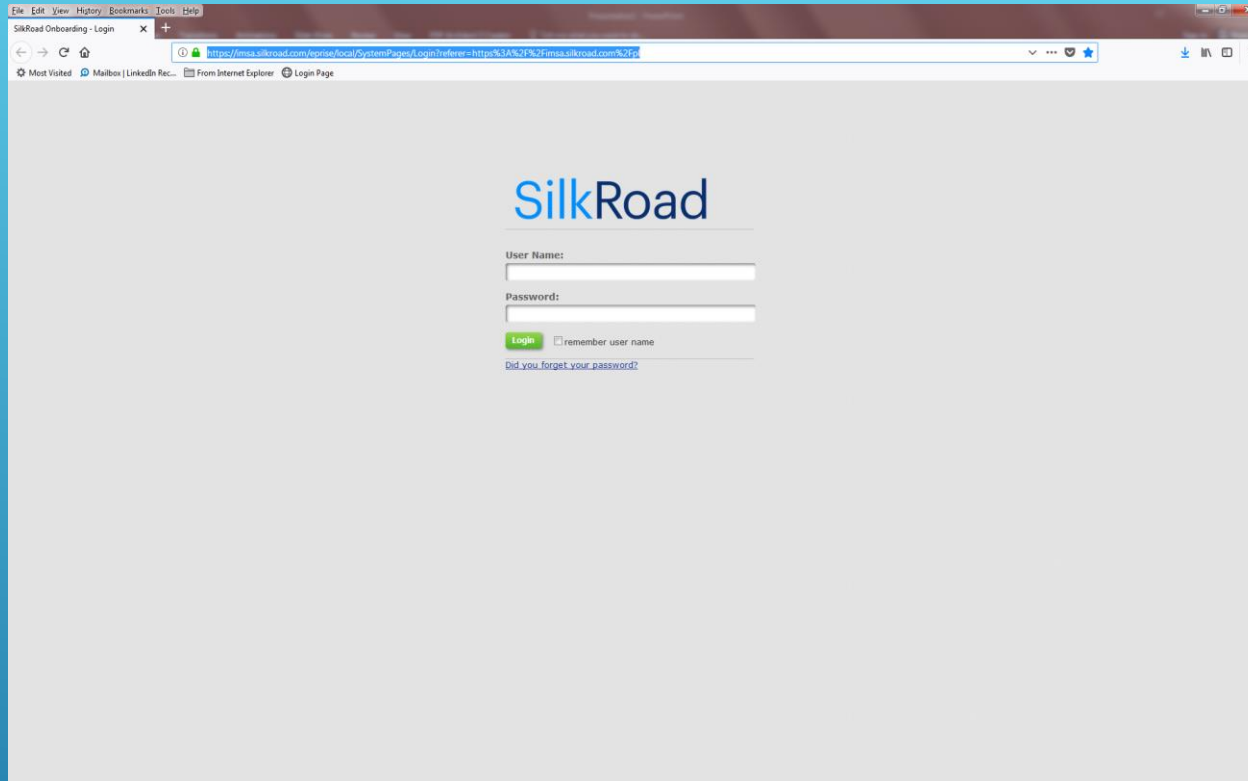
“E” AND “R”

AGILE GOAL PLANNING

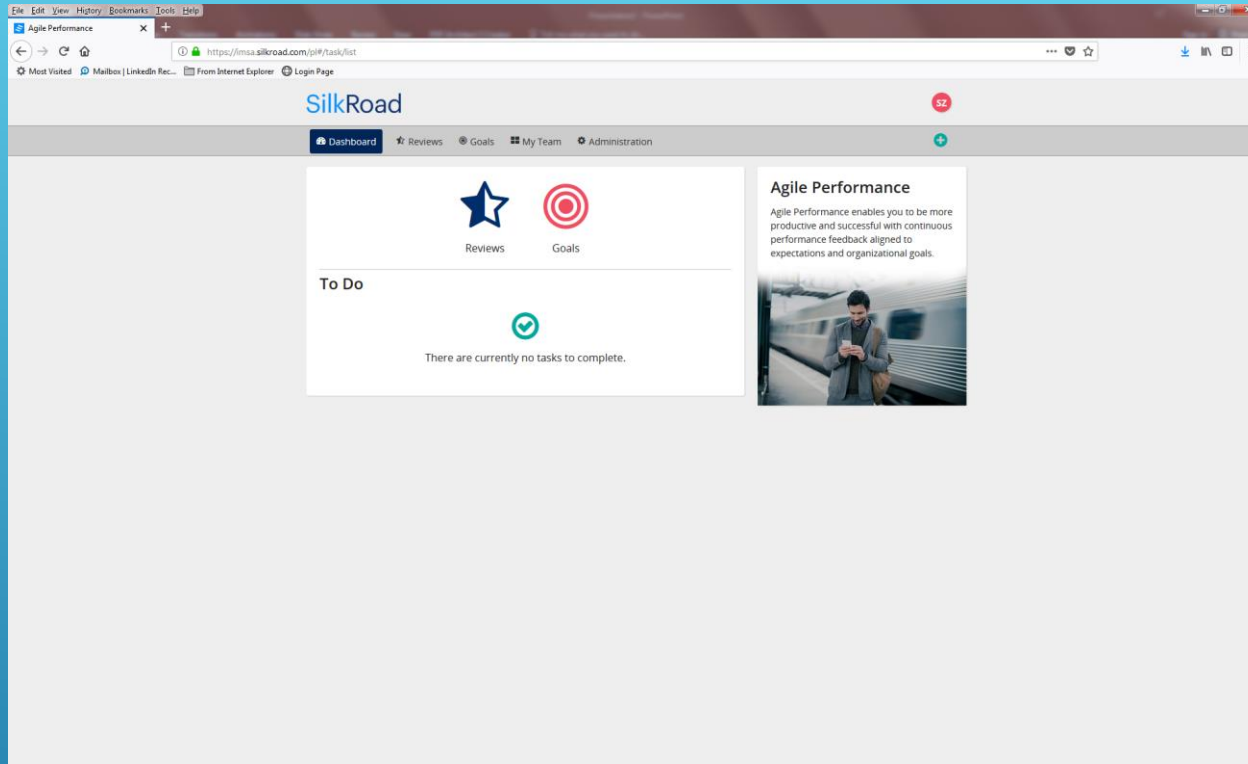
The image features a solid blue background with a gradient from light to dark. In the bottom right corner, there are several white, parallel diagonal lines of varying lengths and positions, creating a sense of motion or a modern design element.

- ▶ Agile is the new evaluation tool implemented this past year
- ▶ Performance Management tool
- ▶ “Goals” is the next module we are currently releasing

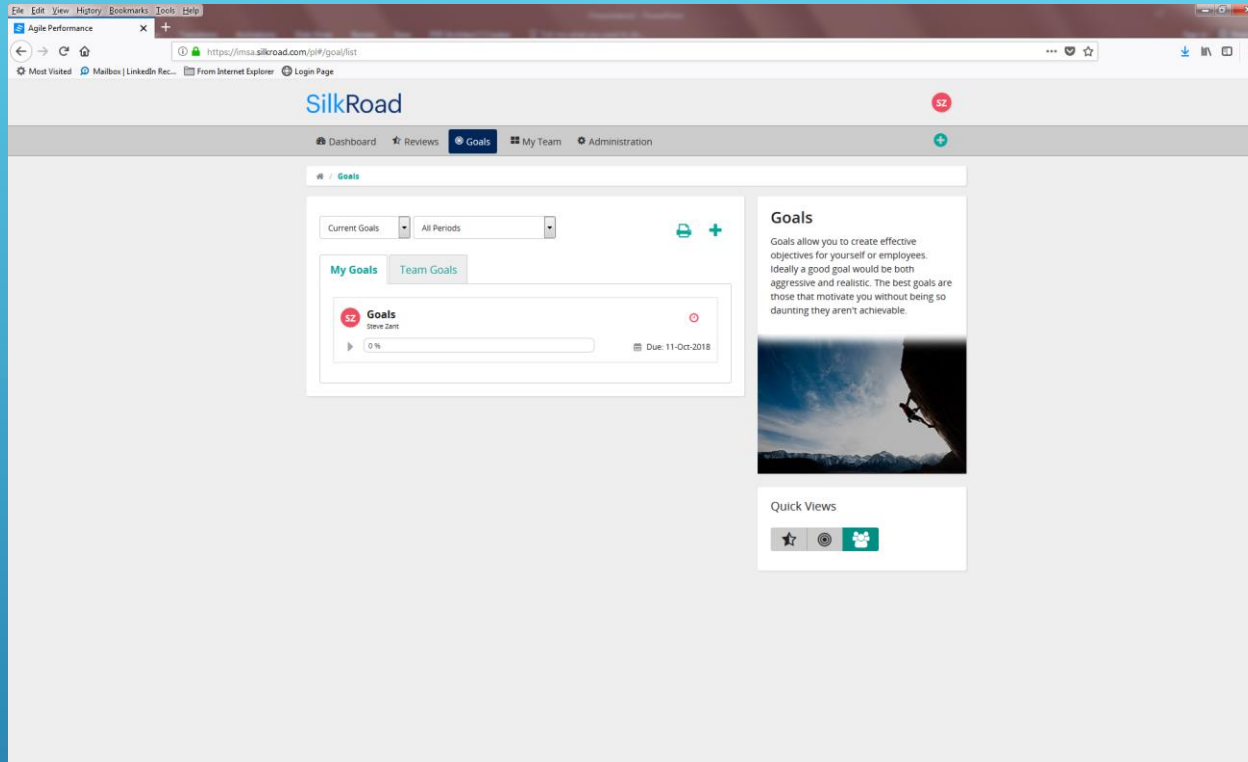
WHAT'S AGILE?



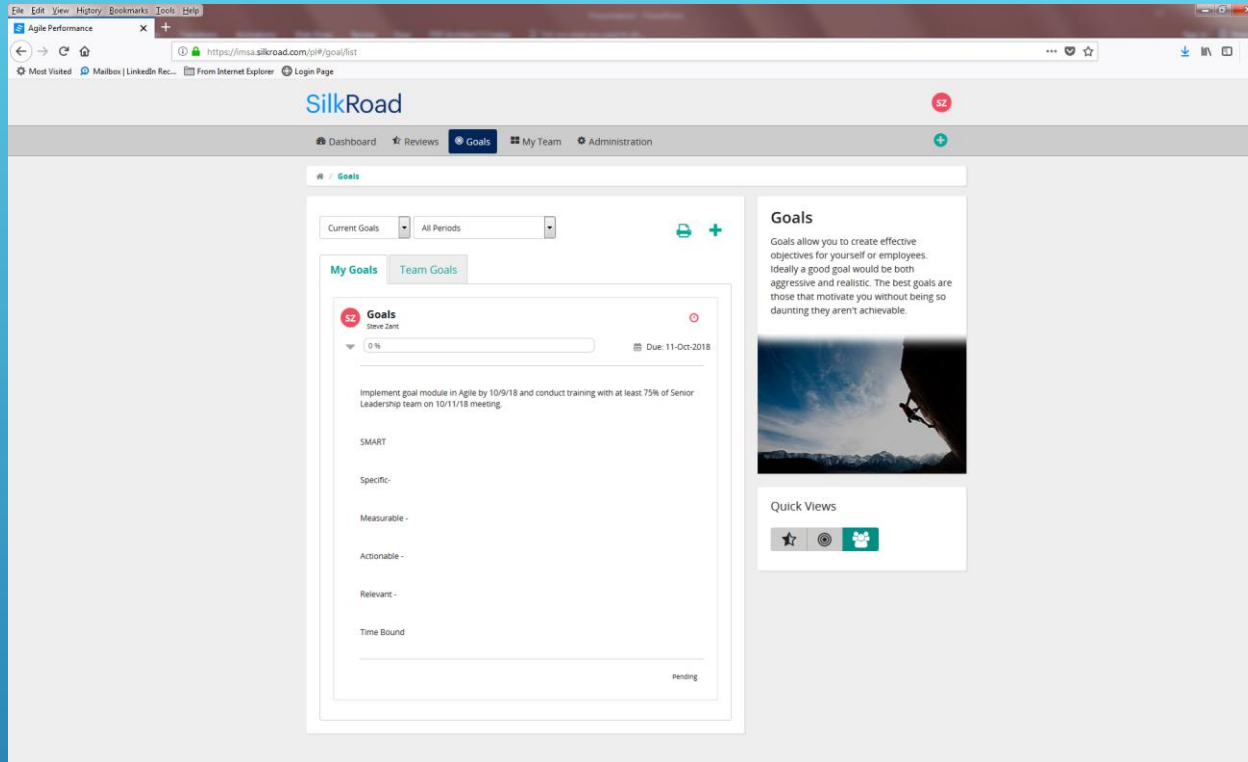
LOGIN



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?

