

Facilitative G.O.A.L. Setting

Program Outline



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Can a goal increase optimism in a workplace and help individuals feel a greater connection to their team and organization? The answer is YES - a manager can do this through facilitative goal setting!

When it comes to goal setting, most managers know how to set specific goals in terms of what has to be achieved within a timeline. This usually answers the question of 'what' and 'by when' in the goal. But there's more to it! The individuals in a team working towards achieving a goal must know why this is a goal for the team, how to achieve it, and who can enable the accomplishment of each milestone. In addition, achieving the team goal must be aligned with their personal ambition to make it more relevant for the individual.

Once a goal is set and clearly communicated, work begins. To stay on track, a manager must focus on building momentum to achieve the goal. With the right attitude, a manager can give clarity, build the capability and ability of the team, and promote autonomy to encourage individuals to apply their knowledge and skills. When managers facilitate the achievement of the goal, it leads to high morale, increased individual performance, and better work productivity.

Objectives

The program is designed to help learners:

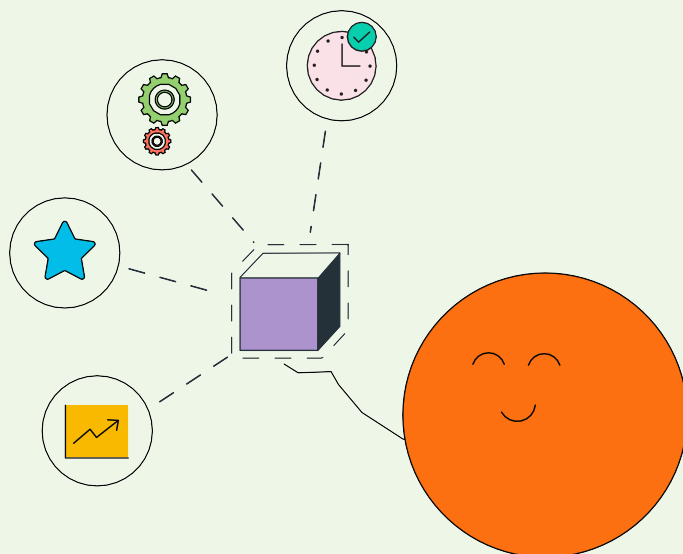
- ▶ Identify the nuances in communicating a goal to the team
- ▶ Define a process to facilitate the team to meet the goal
- ▶ Apply behaviors that help demonstrate the G.O.A.L. attitude

Course Modules

Module 1: Nuances of a Goal

Module 2: The Doer in Focus

Module 3: The G.O.A.L. Attitude



Program Agenda

The following agenda can be used to run the workshop in 90-120 minutes. The duration of each section is only an estimate and can be adjusted based on your requirement.

Topic	Approx. Time	Training Aids
Introduction <ul style="list-style-type: none">• Introduction of the facilitator• State program outline/objectives• Map participant expectation	10 Minutes	Presentation slides
Module 1: Nuances of a Goal <ul style="list-style-type: none">• Group Activity: The Goal in Question• Analyze the Goal• Realistic in Goal Setting	30 Minutes	Presentation slides, Video, Discussion, Workbook, Breakout room (for VILT), Whiteboard
Module 2: The Doer in Focus <ul style="list-style-type: none">• 3 Pillars for a Doer• Group Activity: CAA (Clarity, Ability & Autonomy)• Tools to build Clarity, Ability & Autonomy	25 Minutes	Presentation slides, Discussion, Workbook, Breakout room (for VILT), Whiteboard
Module 3: The G.O.A.L. Attitude <ul style="list-style-type: none">• Nurture a Growth-mindset, develop Outrospection, be Approachable and show the Larger Picture	15 Minutes	Presentation slides, Workbook
Wrap up and close <ul style="list-style-type: none">• Summary of the session• Participant reflection• Q&A to reinforce the learning of the program and to guide on the application of the same	10 Minutes	Q&A / Link to the feedback form