

Are You on the Crisis Merry-Go-Round?



Do you feel that you're so busy getting things done that you can't stop and decide what is really important? Do you know when you and your team are really productive rather than just busy? Are you on a "crisis merry-go-round?"

Take time now to decide what's important for yourself, your company, your customers and employees by developing and implementing an organizational goals program.

Successful companies set goals for productivity, customer development, problem-solving, people development and innovation. Each goal has a written plan with benefits, obstacles, solutions, action steps, target dates, a communication plan and measurement.

A Written Goals Program:

- Clarifies priorities and purposes – everyone knows what they need to do each day.
- Eliminates confusion and waste – defined areas of responsibility and lines of

authority eliminate overlapping efforts and confusion.

- Provides feedback – you know where you stand.
- Saves time – many obstacles are identified and solved during the planning stage.
- Maximizes productivity – clear goals assure investment of capital and time in areas that produce maximum return.

No one can successfully operate an organizational goals program alone. Typically, business leaders realize that while *they* are clear on where they want to go, they need to do a better job of helping the rest of the team get on board. Get your people involved early, listen to their ideas and help them increase their understanding and commitment.

Some say time was invented to keep us from trying to do everything at once. Establish priorities for your goals considering: Time Involved, Urgency of Need, Capital Investment, Executive Involvement, Does One Goal Drive the Others?

Research shows that companies with behavior change type development training programs enjoy increases in overall business results, leadership bench strength, leader engagement and retention, and overall employee retention. Provide the right kind of leadership and productivity training as an investment with a great return rather than an expense.

Take time this year to get off the crisis merry-go-round. Get with your key team members now to schedule the first goals session, line up a qualified outside facilitator and get ready for increased focus, goal achievement and true productivity. ■

Linda Tennant is President of Attainment, Inc., a franchise of 40-year-old Leadership Management, Inc. Attainment facilitates the development and implementation of goals programs. Using a proven behavior change process, Attainment helps leaders improve in the areas of leadership, productivity, communication, teambuilding, coaching and sales. Read more articles at www.attainmentinc.com or reach us at (602) 615-4163.