



Goal Setting and Review

New Leader Online Training December 2017



Overview of Session

- **Reflection**
- **Goal Setting**
 - SMART Goals
 - Steps to goals
- **Review of sessions**
- **Discussion of potential goals**
 - Goals, learning opportunities, new practices, new attitudes arising for you and how to make them SMART and achievable

How do you think about goals, intentions, aspirations?



Oh the places you'll go,
Today is your day!
Your MOUNTAIN is waiting,
So ...get ON your way!

--Dr. Seuss

goal
setting



Setting Goals

Which goal(s)?

Pay attention! *Before I can tell my life what I want to do with it, I must listen to my life telling me who I am.*
- P Palmer

What is coming from within you – your gut, heart, head!

What is needed in your role, home, team, community?

What are you hearing from others about where you might grow?

Particularly, what keeps arising from within and around you?



Prioritize and connect

Be both aspirational and realistic! Allow the goals you set to take you to new places – but don't try to go too many places or too far from where you are today.

Consider an order for your goals - keep next goals in mind and keep future in mind. The long view.

What are you most ready to take on now?



First things first: Starting needs?

Achieving a goal may mean putting some other things in place first

- You might need resources (training, support, supplies, tools, time in your calendar, buy in from supervisor, encourager, coach, witness, opportunity to try new things).

What is your first step?

- Think about those things early and often.



Spirit of Trying and Learning

Trust that moving towards a new skill or practice or attitude or competency takes trying, failing, trying, trying, getting there, adjusting, reconsidering, moving forward.

Way leads to way



SMART goals

- Specific
- Measurable
- Achievable
- Rewarding / Resourced
- Time-bound



Review Materials

Identity and Mission

Is there an aspect of the identity or mission I am called to prioritize in considering goals for myself or my team?

- How am I helping myself and others grow as persons?



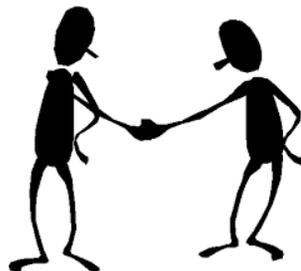
Accompaniment

A supervision skill I need to develop?

- A supervisory relationship that is challenging me? What new can I bring to it to help this person grow or improve?

Do I have a personal accompanier? A spiritual accompanier? Is this the right moment to find one or reinvest?

- Is there something I need to ask for in the role accompaniment I receive?



Task Management

Do I have a To Do List system that is working?

- Do I need a scheduled time and system for weekly review of my work and my team's work?

What Quadrant Two activity have I not fit in? How can I get it on my list/calendar?



	Urgent	Not Urgent
Important	1 <ul style="list-style-type: none"> • Crisis • Pressing Problems • Deadline driven projects • Medical emergencies • Other true emergencies 	2 <ul style="list-style-type: none"> • Preparation • Prevention • Values clarification • Planning • Relationship building • True re-creation • Personal Growth
Not Important	3 <ul style="list-style-type: none"> • Interruptions, some phone calls • Most emails • Some meetings • Many pressing issues 	4 <ul style="list-style-type: none"> • Busywork • Some phone calls, emails • Time wasters • Escape activities • Excessive TV

Self as Leader

Which leadership skill do I need for my role that I should develop further? How can I do so?

- When I overfunction in some settings, how can I step back? If I underfunction, how can I challenge myself to step up?

What have I learned about shadow and gift in my time as leader? Where does that point me?



Review

Aging & Alheimers

Is there a core member who we have concerns about signs of aging or Alheimers?

- What education do I need or does my team need to better respond?

Do we need to research more, talk with others in our out of L'Arche with experience, advocate for someone with medical professionals?



Effective Meetings

Any meetings that I'm part of that could be improved?

- Who do I need to listen to first to know how our meetings are?

How can I restructure meetings I'm responsible for or make suggestions for those I attend?



Creating Home

How does the place I lead feel like home to me? How doesn't it? What is my sense of that for others?

- What changes or new practices could I take up or introduce that will grow a sense of care or belonging for all?



Communication & Conflict

Do I need to manage a conflict I have with someone or help others to do so?

- Would my team benefit from learning more about communication and conflict? Could we use the materials from the session to do so?

What skill do I need to develop to better get to "win-win" solutions?



Applying to your own goals

SMART goals

- Specific
- Measurable
- Achievable
- Rewarding / Resourced
- Time-bound



Examples to share?

Finishing up

Thank you for engaging!



Evaluation Survey

Best element?

Area to change / improve?

Interest in future sessions – topics?

Interest in other national offerings?

Ideas for other online engagement?

