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A Weekly Publication of Learning

Team Goals

Why set team goals? Team goals can bring teams together to serve as a compass for your team, giving common purpose and direction. They help team members feel more invested and give people a chance to contribute their unique talents and learn from each other.

How to start? There are many useful goal-setting frameworks to choose from. Many have heard of SMART goals; they are S-Specific, M – Measurable, A – Achievable, R – Relevant, and T – Timely. This is a system that is good for personal goals but may be difficult to use in teams. Another framework is OKR – Objective, KR – Key Results. In OKR, you define your goals and the results that will get you to that objective.

With clear goals, you will create an environment where we all know what a win is. On a team, we only win if the team wins. Team goals help ensure we are putting the team ahead of ourselves.

CALL TO ACTION:

- Write down what you believe the goals for your team are. Some examples of team goals are to improve efficiencies, generate ideas, and build morale.
- Work with your manager to get clear about what the team goal are and next steps. You can use some of the frameworks and articles mentioned here.
- Consider suggesting a team meeting about goals.
- Talk to your team about posting the team goals so that you can see them and track progress.

KEEP ON LEARNING*

▶ Register today for the **Team Goals** session on Thursday, March 18th at 9am.
▶ Read **7 Questions to Help Set More Effective Team Goals**.
▶ Check out Today's **SMART Goals: Examples, tips and more to help you get started**.

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