

37<sup>th</sup> Annual Conference

**KYSHRM**



presented by



# ***Creating Better Goals: Calibrating Measures of Success with CORE Planning***

Presented by  
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# *Better Goals: Chartering*

## **Chartering**

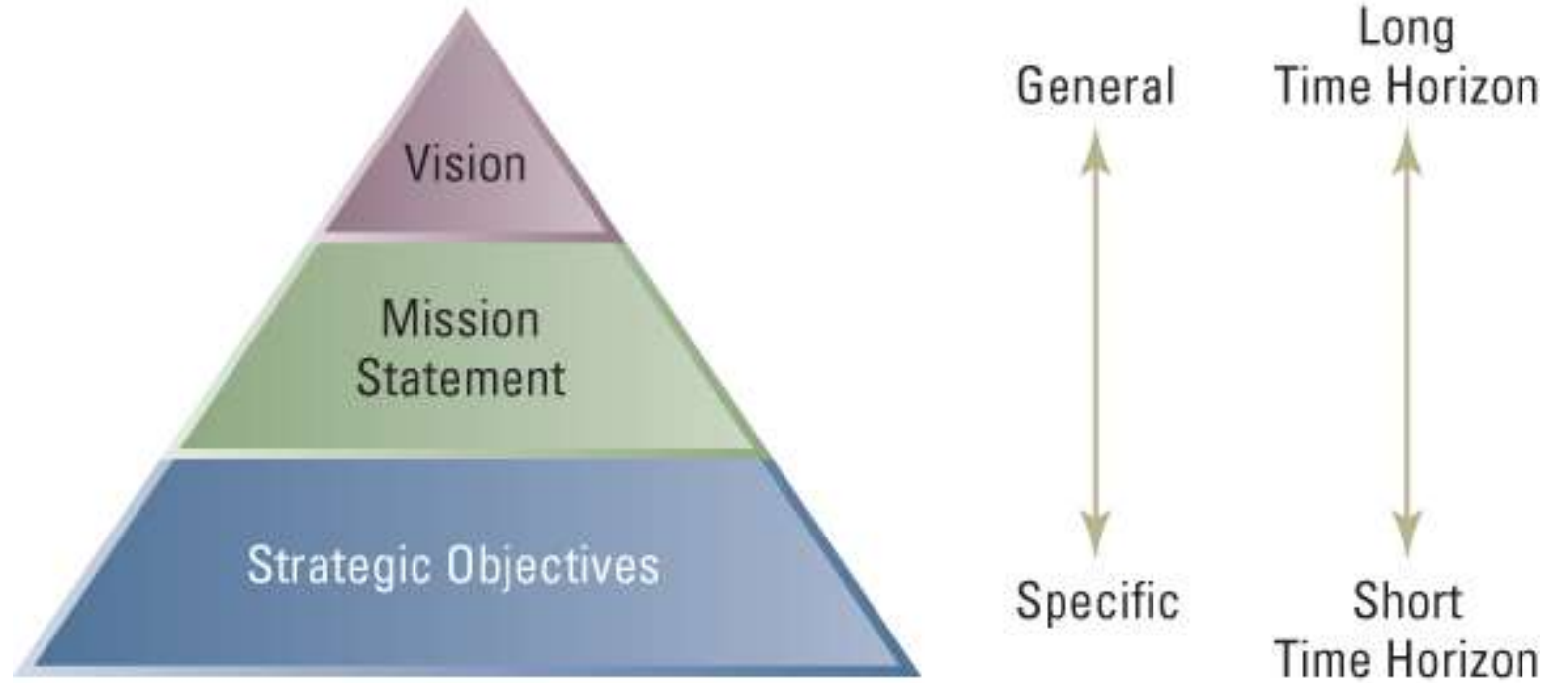
- Vision
- Mission Statement
- Objectives
- Metadata
- COVID



# **chartering**

vision, mission, objectives

## *Better Goals: Chartering*



# *Better Goals: SMART Goals*

- **Specific**
- **Measurable**
- **Achievable**
- **Relevant/Realistic/Results-based**
- **Time Specific**



# ***Sample Objectives***

Specific - Measurable - Achievable - Realistic - Time Specific

**Goal 1** - *To increase sales this year.*

**Goal 2** – *Resolve customer incidents quicker than last year.*

**Goal 3** – *By December 31, 2020, my company will improve sales conversion rates by 20% for HRIS implementation efforts within the public sector, city and federal.*

**Goal 4**– *By June 30, 2021, you will have one journal article ready for review and submission for your career development plan set forth by your employer.*

# *Better Goals:* **smartER Goals**

- Specific
- Measurable
- Achievable
- Relevant/Realistic
- Time Specific
- **Ethical**
- **Re-evaluation**



# Better Goals: **CORE**

## CORE Planning for the Team

- **C**ommon Understanding  
(Big Picture)
- **O**bjectives Chunked  
(Individual Goals)
- **R**easonable Plan  
(Group/Individual Success)
- **E**xplain “The Why”  
(Metadata)



Need something to read...

