

APPLIED WISDOM: INSIGHT GOAL SETTING & IMPLEMENTATION TRACKER

ACTION: Determine high priority goals or improvement areas and develop an action and accountability plan tracking progress toward your goals quarterly.

INSIGHT & TAKEAWAY	CONTENT SUBSECTIONS	What S.M.A.R.T goals are you committed to achieve? (Specific, Measurable, Attainable/Achievable, Relevant, Time-Bound)	BY WHAT SPECIFIC DATE will action be taken?	WHO specifically is accountable?	Q1 progress	Q2 progress	Q3 progress	Q4 progress
I. CULTURE - How people act and interact.								
1	Cultivating Culture Culture matters. It's a core organizational asset.	<ul style="list-style-type: none"> • <i>A Values-Based Culture</i> • <i>Tone at the Top</i> 						
2	Respect & Trust Your People Respecting and trusting your people is the foundation of all good management.	<ul style="list-style-type: none"> • <i>Caring and Collaboration</i> • <i>Hiring Deliberately</i> • <i>Employee Growth & Satisfaction</i> 						
3	Bad News is Good News Always listen for and even seek out signs of trouble. Bad news is good news if you do something about it.	<ul style="list-style-type: none"> • <i>Porpoising</i> • <i>Bad News is Essential for Boards</i> 						
II. PLANNING - The strategy and resources to achieve mission.								
4	Develop Court Sense Develop "court sense" to see everything that's happening around you, and to rapidly adjust to changes.	<ul style="list-style-type: none"> • <i>Court Sense for Nonprofits</i> • <i>Driving Forces</i> • <i>The Inspirational Why</i> 						
5	The Whole Job Commit to doing "the whole job." Investing in organizational capacity contributes to excellence and impact.	<ul style="list-style-type: none"> • <i>Face the Elevator Door</i> • <i>A Humble Approach to Giving</i> 						
6	Prioritize and Focus With limited time and resources, it's essential to prioritize and then focus.	<ul style="list-style-type: none"> • <i>10% for Planning</i> • <i>Board Priorities</i> • <i>Plan to Succeed</i> 						
III. IMPLEMENTATION - Actions to ensure desired results.								
7	Book It and Ship It Planning is essential but success comes from the implementation of your ideas. "Book It and Ship It." Make a decision and manage the consequences.	<ul style="list-style-type: none"> • <i>Success is 90% Implementation</i> • <i>The Cost of Perfect Information</i> 						
8	Who Owns the Monkey To create a culture of accountability, reinforce individual ownership of problems. Always ask, "Who owns the monkey?"	<ul style="list-style-type: none"> • <i>Empowerment</i> • <i>Organizational Structure</i> 						

