

FRONTLINE BUSINESS SCHOOL

GOALS

The diver Laura Wilkinson was preparing for the 2000 Olympics when she broke three toes and was unable to go in the water. Rather than stop preparation she spent 3 hours each day on the diving board repeatedly going through her routine, with a detailed vision in her mind. She recovered from the injury in time to compete, and won gold!

Such is the power of a clear mental goal, that with processed steps, the body actually learnt the physical habit required. This is just one of are many stories which show that what you think, and how you work with your thoughts, dramatically effects your actions.

Neurophysiology is showing that your brain does real work in processing information. And if its new information it's going to take some effort (your brain is actually making new connections and pathways - 'my brain hurts' is true'😊!).

Also it's much easier to form new thinking than try and change old patterns. In fact your brain loves to 'think' and remains plastic throughout life, if you stimulate it to work.

So the point of GOALS is that you set your mind towards a target, you decide thinking steps and actions to get there, and as you repeatedly move towards the goal you create new habits. It's true that the emotional journey towards a new goal is more important than a complete 100% 'result'.

WHAT WORKS?

There is nothing new about goal setting as a process to achieve admirable behaviour. But there are now studies that give key points about what works, and what doesn't.

In your notes you already have some points. For instance, the goal has to be feasible, and manageable to achieve in the given time, but also a little stretching. (How would it feel if you could do this within the next 3 months? – fantastic!)

Here are a few key suggestions:

- It's got to be YOUR GOAL. The number one reason people don't achieve their goals is they either have had their boss impose the goal, or they think they 'should have' this goal. Simply, without ownership your brain isn't interested.
- To make really great goals you'll need to spend time. In coaching terms this process is called Mining - Refining and Shining to get a great goal. So 'Mining', think about key areas of your life – family, relationships, spirituality, health, and job. List your core values and see how they work in these areas. Now try writing a page or two about what you want to do for the rest of your life. Are your values really working, or is it just talk? Then 'Refining' -Write down what you really want to do (don't worry about priorities or practical things just write it down) Take time because its only natural to think about the immediate issues first and it takes a bit more to think about your lifetime issues- these are actually more important. Now see what your have as major areas. And to 'Shine' them - Can you summarise the area into a statement that 'gets you'. As a note setting 3 main goals is usually enough for a 3 month period and a balance with say 2 work and one personal is best. We are whole people and its surprising how often the personal goal makes the work one succeed.
- Build on your strengths when working towards a goal, not your weaknesses. Goals require you to take steps towards them. ('how do you eat an elephant- one bite at a time') These steps are your strategic plan. Each step will have a gap between it. The gap is something you need to change/work on/ explore etc. Bridging these gaps is best done by using your strengths.
- Be light and flexible when working towards your goal. A single planning method may not be enough. Look out for new ideas and ways. Have fun learning new ways.
- Know your learning style. We all have a way that feels best to learn- use it, don't import someone else's way. For instance when I learnt to sail I

needed to understand the theoretic issues of sailing, so time in the classroom meant for me that I could start to sail from the first day in the boat. My friend Daniel learns by doing. His classroom was getting into the boat and going out for the day

EXAMPLE

Jim found that his team said although he was great at individual sales (great communicator and visionary) but awful at delegation; they didn’t know what to actually do to help him. Jim’s decided to learn to delegate. (GOAL)

So he decided to treat his team like his best client (STRATEGIC PLAN) Each morning he rehearsed his pitch for his team, and wrote up the best ‘sales’ points to encourage and tell them what they were all doing. (STEP with ACTION) He also chose to spend 5 mins each week highlighting a key client for them.(STEP 2 with ACTION) Also he asked for feedback, and he gave them some guidelines about what worked best in sales while asking them what they could do to help him (STEP 3 with ACTION).

He explored their thoughts and worked with them individually on new ideas, asking them to do them with him. (STEP 4 and ACTION)

Throughout Jim is using his high level skills in communication, and envisioning. He is probably also a good listener (sales people should be!) Using this he reflects the key points back to his team well – so they are encouraged and they are also going on a learning journey which they own. He’s finding other ways of working and enjoying the fact that other people don’t think like him. This is great as it opens up new ways to sell! In the process possible weaknesses, like good paperwork trails, are being done by people who love it. The end result is good for everyone.

Jim is learning a new master skill. He’s rewiring a habit by taking a new path. Like any new competency he’s doing repeated practical actions, overcoming his own emotional resistance and using self control.

Result- Jim gets promoted! (This might have been another one of his goals. It’s a truism that you only really rise by the lifting of those around you.