Goalscape academy

Management by Goals, Objectives & Key Results

1 Place the Central Goal of your enterprise, project or department in the Core of the Goalscape. Make it inspiring!

2 Identify about 3-5 Objectives or Subgoals that contribute to your Core Goal. You may add additional Subgoals at the next levels.

3 The outer layer of Subgoals should represent specific Key Results or tasks that have a measurable degree of achievement.

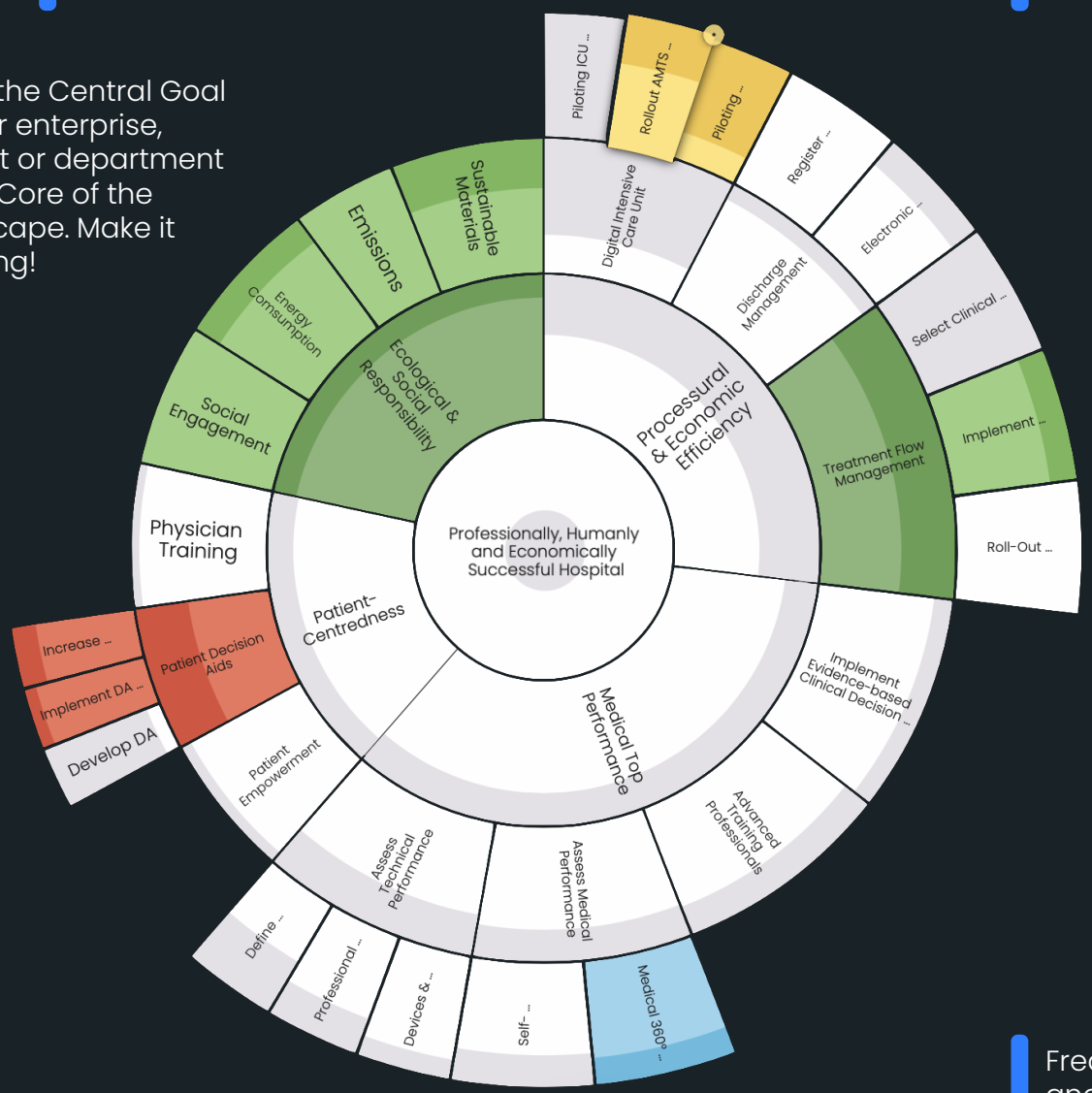
4 Prioritize between your different Subgoals and visualize their relative importance by adjusting their size. Carefully use due dates to enhance work focus.

5 Make sure someone is assigned as responsible in each goal and add supporters where required.

6 Now go ahead and let your Goals drive you!! You can filter for tags etc. – but don't forget to regularly get back to the Big Picture...

7 Hold regular team discussions to review progress, adjust priorities, reassess confidence level and agree actions.
Consider effective work with FAST Goals! (explained below)

8 Frequently discuss your Goals, Objectives and Key Results to adapt to evolving situations. Set Goals for weeks, months, years or an Olympiad...
Follow your Goals and *thrive*!



Best Practice Tips

- Focus work on a manageable number of Goals.
- Order and filter the goals with Now or Next tags.
- The goals of the Goalscape should not become overly granular. Add details in the Goal Panel instead.
- Work with colors to highlight goals where action is needed.
- Communicate and discuss intensely to ensure that you are pursuing mutual goals.
- Start with why – apply Sinek´s Golden Circle and put your why in the goalscapes´ center (TED).
- Celebrate achieved major goals! (from 80% upwards)

Effective Goals can be evolved using the FAST acronym: Frequently discussed, Ambitious, Specific, Transparent.

An Objective is an ambitious but achievable Goal. It often has a more qualitative, guiding nature.

A Key Result is clear and quantifiable. It is meant to indicate whether you have achieved a goal. (TED)

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Ready to try?

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