

# Team Building

## Leading with S.M.A.R.T. Goals

LCI President Frank Moore (2001-2002) offered his District Governors a guide for goal setting. He offered that goals must be S.M.A.R.T.

## S.M.A.R.T. Goals

- **Specific:**            **More specific/more likely achievable**

The more specific the more likely achievable

- **Measurable:**    **Determining progress/achievement**

There must be a way to determine whether or not progress is being made toward the goal. There needs to be a way to clearly define the moment when a goal is achieved.

- **Attainable:**        **Just beyond reach but possible**

A goal need not be immediately achievable. Experience suggests that progress will be greater on a goal that is just beyond the reach of reality than on one that is too easy to achieve.

- **Reasonable:**    **Desirable outcome/accomplish mission**

Will the goal lead to the desired outcome? Does the goal accomplish the mission of the organization (group), or at least contribute meaningfully to the mission?

- **Time Bound:**    **Specific timeline & deadline**

Tying a goal to a deadline is critical. It allows the objectives that flow from the goal to address both direction and speed.

- Goal achievement is usually based on a specific time frame

- Accountability for achieving the goal is significantly enhanced when it is linked to a deadline.