

Taking the Hands-On Approach

Knowing How to Manage Individual Objectives

In business, performance cannot take place either from an individual or team perspective unless management identifies the direction that is desired and why it is desired. However, this doesn't always occur as we have seen in the wide gap between the best and average practices in both the public and private sectors. In order to succeed in today's business world, improvements have to be continually made.

Being proactive is essential. A manager should regularly set and update objectives for his or her department in order to not only understand and handle what the future holds but benefit from it.

The benefits can create satisfaction in regards to:

- Improving time management;
- Contributing to the financial success of the business;
- Finding fulfillment in your professional career; and
- Improved standard of living.

The skills required for managing individual objectives apply to everyone in all areas of life, regardless of age and status. Most managers have different visions, priorities and ambitions that are influenced by their status and position that can lead to no teamwork, no productivity and no generation of revenue. The best-managed businesses recognize the challenges, and the managers provide a common sense of clear purpose and direction.

The foundation for managing individual objectives is:

- Having a continuous focus on current and future external and internal customer needs;
- Concentrating through corporate and team strategy;
- Exceptional teamwork within the organization; and
- Results-driven rewards.

The most successful businesses have top management support that is not merely lip service but action – a follow through of the strategies and objectives created. The processes of managing individual objectives can be integrated into strategic leadership, total quality and reengineering programs as the means of securing a genuine, wide-ranging commitment to results.

Separating Success from Failure

There is a fine line that determines whether a system of managing individual objectives is successful or a failure. Some of these factors include:

- Present leadership and continuous reinforcement of strategic direction and priorities from management;
- Stability within the system being implemented;
- Ownership of the system by management instead of accounting or human resources;
- Setting challenging objectives set for all functions that is also specific, quantified, realistic and measurable;
- Simple documentation and using of guidance notation;
- A direct link between objectives and budget to ensure funding is available to provide the necessary resources to reach assigned goals;



- Update and reinforcement sessions included in conferences, leadership programs and workshops;
and
- Performance reviews should serve as coaching sessions and not interrogations.