



Leadership Goal Examples



Determine what is missing from the first pass goal examples then rewrite each one in the final versions area to include all the SMART goal requirements.

First Pass Goal	What's Missing?	Final Version
Strategic thinking. Improve my ability to see the big picture and take a longer range, broader business perspective. Learn to step back from the day-to-day tactical details of my business and focus on the “why”, not just the “what” and “how”.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Coaching. Shift my leadership style away from always directing and telling and learn to guide and develop my direct reports. Work with each of my direct reports to create their own individual development plans.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Financial acumen. Learn how to understand, interpret, and use “the numbers” to improve my business.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Cross-functional knowledge and perspective. Learn about other aspects of the business other than my own functional silo	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Leadership presence. Improve my ability to “command a room” and communicate in an authentic way that inspires others.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Change leadership. Be more of a change catalyst, a champion of change. Learn to implement and sustain change in my organization.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	



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Listening. Learn to pay attention and demonstrate to others that that I value what they have to say. Use active listening, open-ended questions, body language, and eliminate distractions that get in the way of my ability to listen.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Industry, competitive, and customer knowledge. Improve my understanding of our industry and our competitors. Get closer to our customers and find out what they need and value.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Remote management. Improve my ability to manage my remote direct reports and organization. Make better use of technology to improve internal communications and collaborate virtually.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Collaboration. Improve relationships with my peers. Be a better partner, understand their goals and needs, and learn to work together to help achieve each other's goals.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Talent management. Improve my ability to assess, hire, promote, and develop. Fill all open positions with nothing but "A" players and replace chronic underperformers. Develop a "virtual bench" for all key positions and a succession plan for my own position.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	
Time management. Get a handle on where I'm wasting time and shift my focus to more value-added activities. Learn ways to work more efficiently and prioritize.	<input type="checkbox"/> Specific? <input type="checkbox"/> Measurable? <input type="checkbox"/> Action-Oriented? <input type="checkbox"/> Realistic and Relevant? <input type="checkbox"/> Time-Based?	