



## Business Success Through Collaborative Goal Setting

Instead of only setting personal goals, make time to collaborate with your co-workers and team members to form company based goals. Being very fortunate to work within many industries throughout North-America, I

notice that there is a very strong connection between successful companies and management's collaboration with their teams.

Let's make your job easier and more efficient by collaborating with your team members to achieve your goals! I encourage you to set up consistent meetings with your teams to develop mutual goals and collaborative action plans in order to achieve these desired successes.


Here are some suggestions to take into account when setting company goals and how to get your employees to participate:

1. Take a look at your company from the outside looking in. Establish goals for areas requiring improvement.
2. Prioritize the main goals to focus on from that list.
3. Seek your team's feedback in establishing the action plan to reach those goals (collaborate).
4. Write out your goals; agree collectively to the action plan.
5. As Management, show by example; however, appoint an employee to champion this strategy (Team Leader).
6. Notice the barriers that may inhibit goal achievement. Create open dialogue and collaboration in order to find solutions to overcoming possible barriers.
7. Establish a follow-up date to assess and measure group performance.

Stick with it until you get to where you want to be. Continued training and meetings are important to ensure that everyone has a voice and that various opinions are heard. **Everyone appreciates being a valued part of a team!**



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**Norm Rose**

President of Excel Sales Consulting

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P: 403.230.2330

Email: [nrose@excelsalesconsulting.com](mailto:nrose@excelsalesconsulting.com)