

WIN LEADERSHIP


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The W.I.N Leadership Goal Setting Template©

Instructions: Print and fill out. Be specific. Follow the example on page 2:

1.	Target Person(s) (who you want to influence)	
2.	Overall Goal for this Person's Career:	
3.	Current Behavior (Describe what do they do that you want to alter?)	
4.	What is the cost of "no change"? (Est'd costs, time lost, stress & aggravation, morale impact)	
5.	What is specifically happening? (how often, to whom, where, when, etc)	
6.	 Leadership Goal (Pinpoint what you want them to Stop, Start or Keep doing more of.)	
7.	Past Approach (what methods have you tried to use so far?)	
8.	Is it working? (Has the person responded to your efforts to influence their behaviour?)	
9.	What else could you do? (W.I.N. Leadership offers skill-based training that positively influences behaviour changes for performance improvement)	




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OPERATIONAL EXAMPLE: **The W.I.N Leadership Goal Setting Template©**

1.	Target Person(s) (who you want to influence)	Joe, an assembly line worker
2	Overall Goal for this Person's career:	Motivate Joe to be a more pro-active worker
3	Current Behavior: (what do they do that you want to change?)	Starts talking to others Goes out for coffee breaks Begins offering advice to others on how to do their jobs
4	What is the cost of "no change"? (what are the effects you don't want?)	Unproductive use of his time and wages Takes others away from doing their job Demoralizes people who resent his unwanted advice
5	Specifics (how often, to whom, where, when, etc)	Twice daily, 20-30 minutes each time 45 minutes wages per day = \$5000 per year in lost prod'y Others distracted (5 co-workers at 20 minutes per day each) = \$12,500 Stress = co-workers who resent his not pulling his share of the load. Boss time = takes up 10 min/day or 40 hrs per year to manage this employee.
6	 Leadership Goal (what do you want to Stop, Start or Keep?)	STOP talking/interrupting others START pro-actively repairing rejected parts
7	Past Approach (what methods have you tried to use to influence a change?)	Speak to him, telling him not to distract others Think of work for him to do and ask him to do it. Explain to him that he is being paid and what's expected is reasonable.
8	Is it working? (Has the person responded to your efforts to influence their behaviour?)	50% of the time will do work when asked (eventually). Will not pro-actively do so if not directed.
9	What else could you do?	Knowledge: Does he know this task belongs to him? Skill: Does he know how to do the task? Attitude: Are you motivating with positive or negative means? (Traditional way vs W.I.N. way)