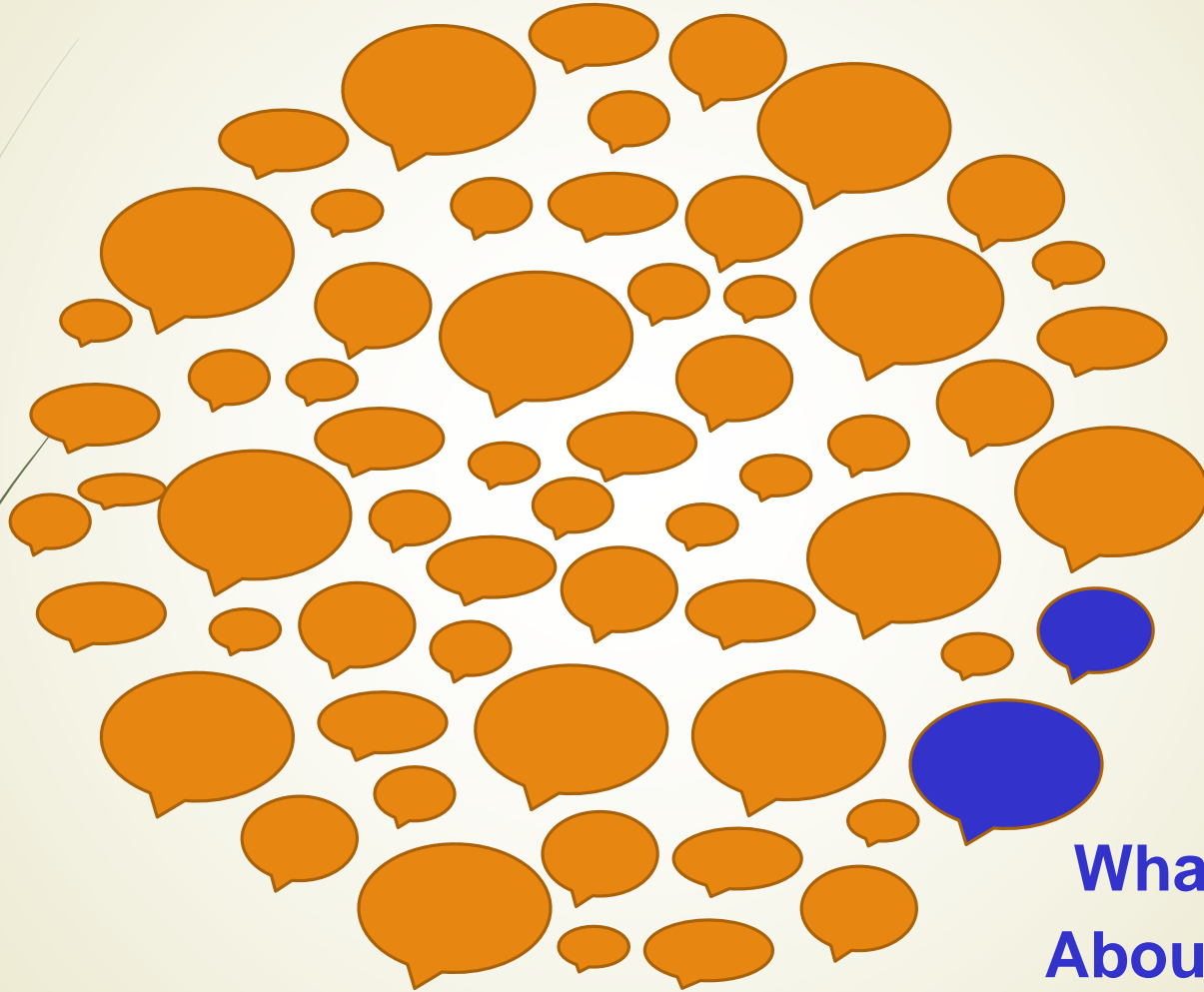


Setting Meaningful Goals For Discipling Men

Brought to you by:



Everything We Could Talk About Tonight



What I Will Talk
About Tonight

Why Serve In Ministry Through Men?



Because men pursue 3 things in life and our role is to help them achieve all 3:

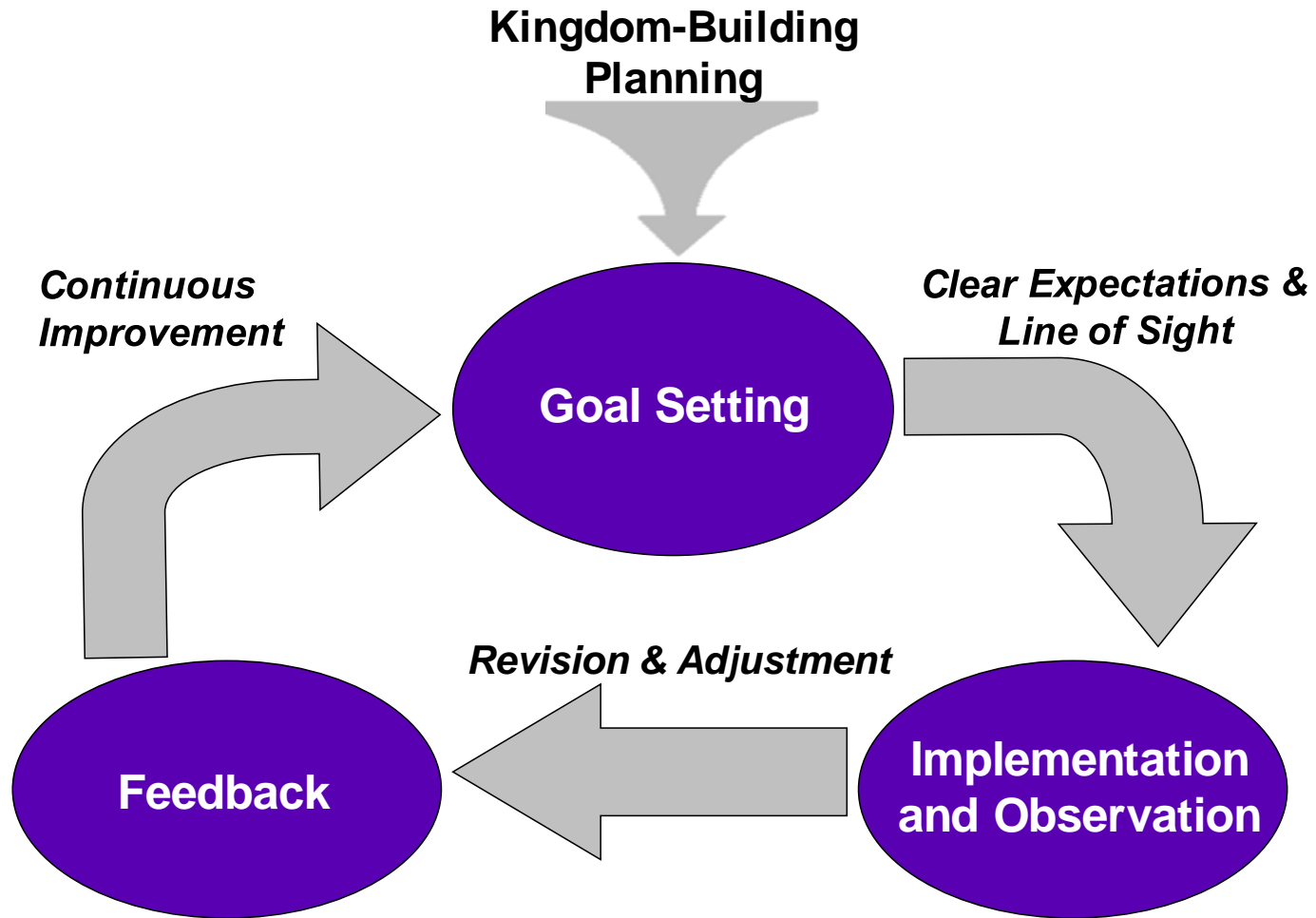
1. Men Want to Matter in Life
2. Men Want to be in Relationships
3. Men Want a Plan to Accomplish the Goals of 1 & 2 in today's Culture

Goal Setting Webinar Objectives:

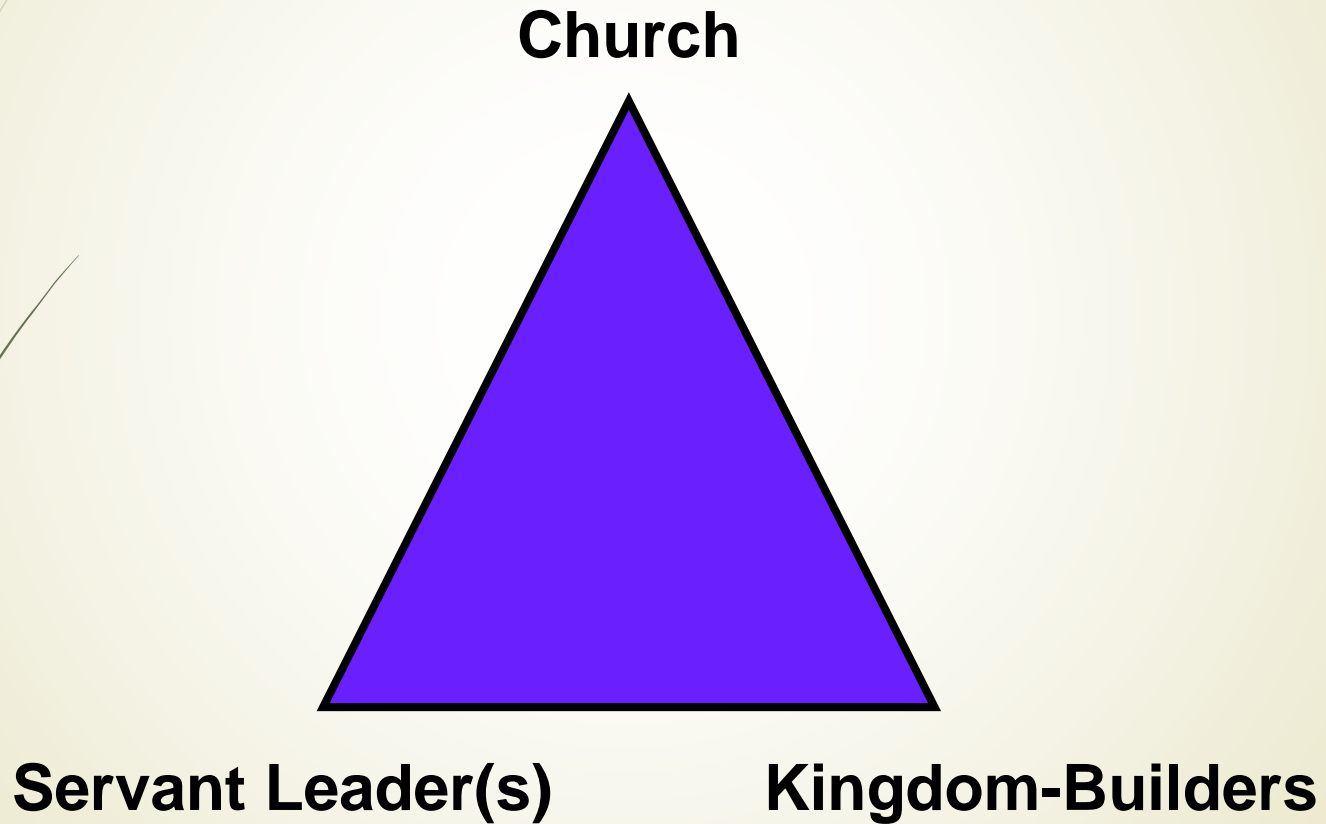
Upon completion, you will begin to:

- *Understand a Goal Setting process for Kingdom-Building.*
- *Develop goals driven by your current church mission, vision and value strategies.*
- *Identify the most important goals for your role and for those of your fellow kingdom-builders.*

3-Step Process Overview

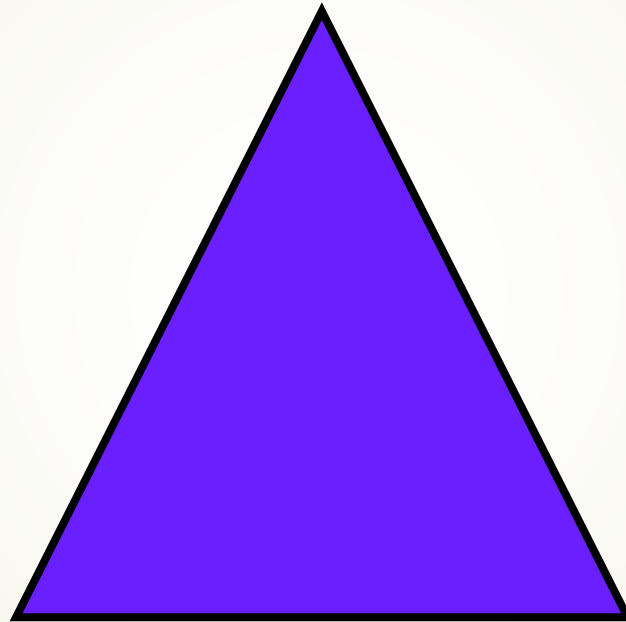


Roles Within Goal Setting Process:



Roles Within Goal Setting Process:

Church provides spiritual growth environment(s)



Servant Leader(s)
provides vision
and direction

Kingdom-Builders
implement with
integrity & resolve

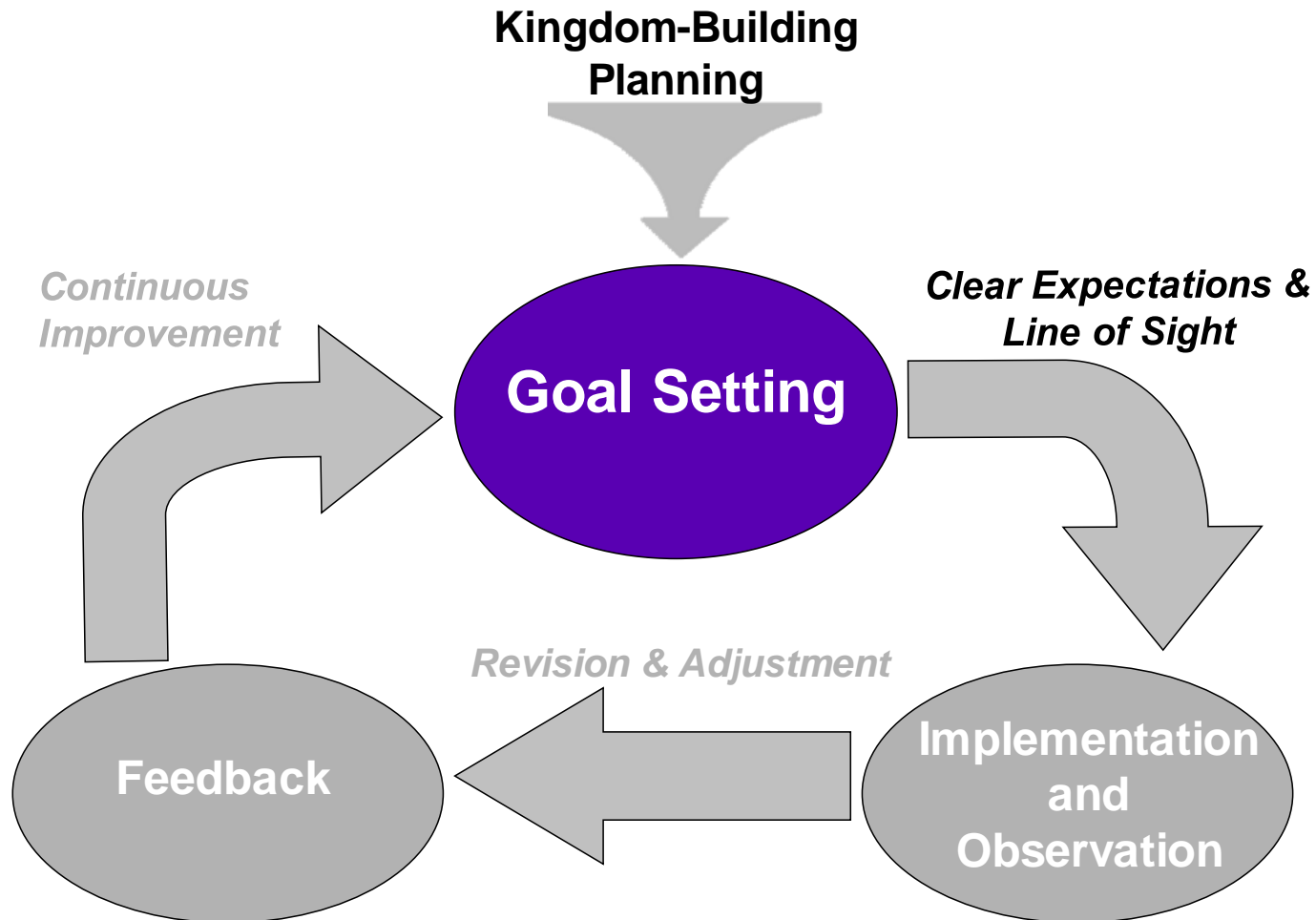


Session One:

Setting Meaningful Goals



Process #1 Goal Setting





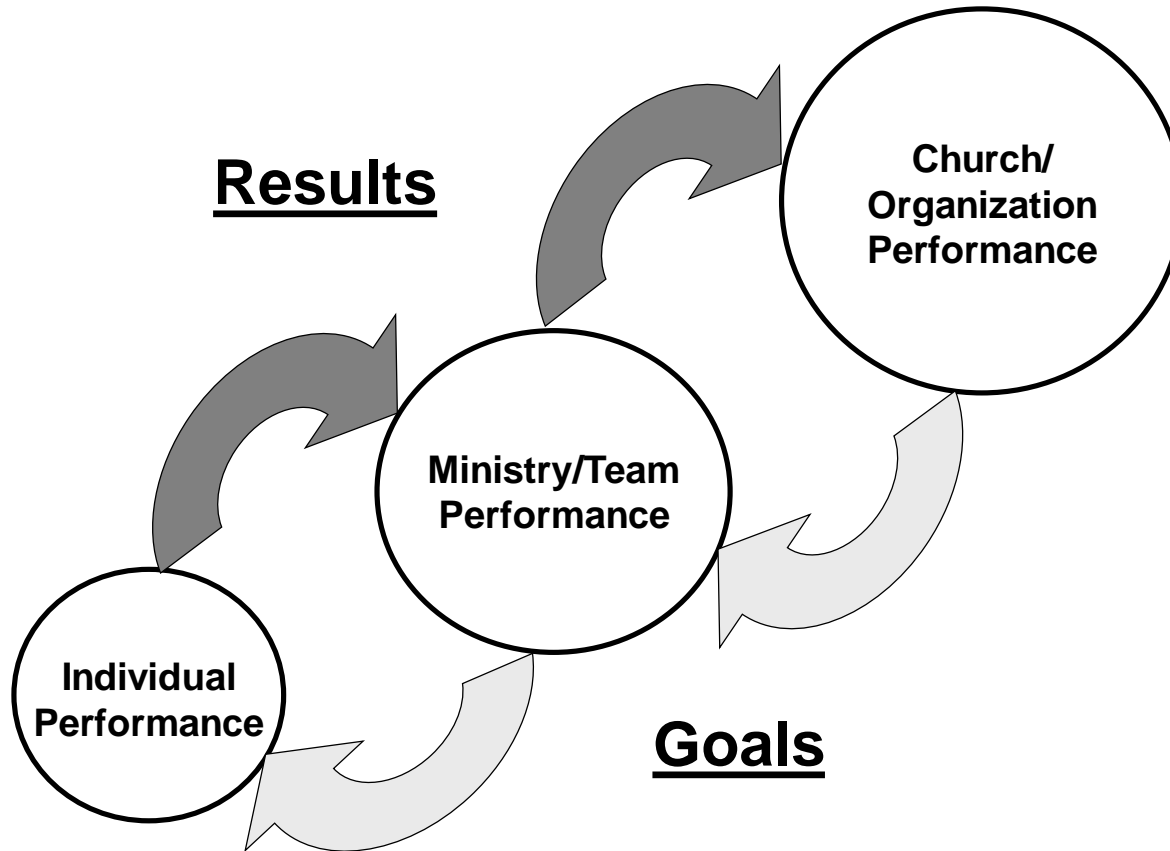
Effective Goal Setting results in:

1. A clear line of sight.
2. Mutual understanding and agreement between servant leader(s) and kingdom-builders of goals and expectations.
3. Defined tools and resources for measuring goal progress and results.

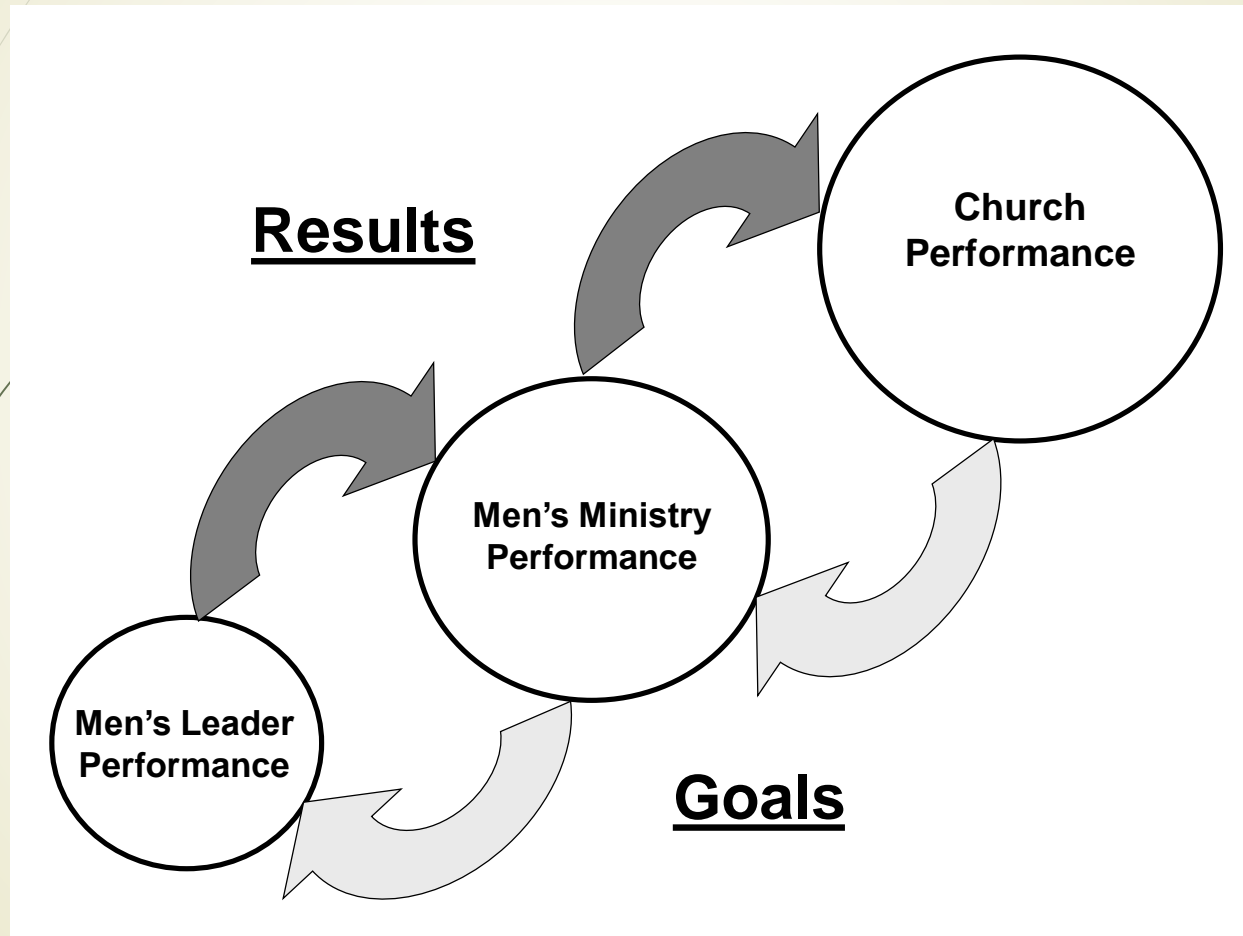
Begin with the end in mind



Creating a “Line of Sight”




Example of a “Line of Sight”

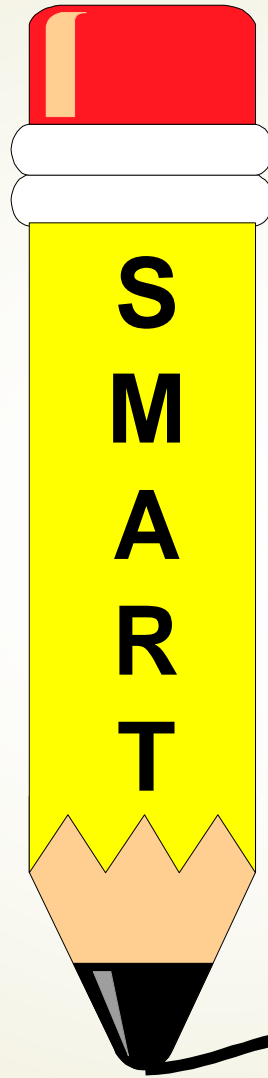


Set Clear, Specific Goals





SMART



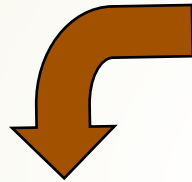
Specific
Measurable
Achievable
Relevant
Timebound

GOALS

GOALS



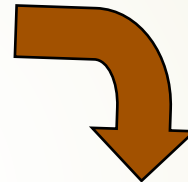
2 Parts of Goal Effectiveness:



What

needs to get accomplished

=



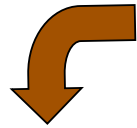
+

How

it gets accomplished

What's and How's

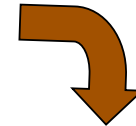
Managing the performance of people requires giving two types of direction:



What must be accomplished

- ▶ Goals
- ▶ Responsibilities
- ▶ Measures

“Science”



How work gets accomplished


- ▶ Behaviors
- ▶ Values
- ▶ Competencies

“Art”



Creating Developmental Goals

“Art” of setting How Objectives:

1. Building strengths.
 2. Addressing an area of need.
 3. Gaining new information.
 4. Acquiring a new skill.
 5. Applying skills in a new way.
- 



Guidelines for Writing Effective Developmental Goals:

1. From a positive point of view: Desirable changes in knowledge and skills that can be leveraged.
2. Be a means to a meaningful end.
3. Should also be behavioral, not just results.
4. Make it a realistic, manageable size.
5. Focus on a process; not a one-time event.



Vague Goal Exercise



Critique the Developmental Goal

- *Stop talking and controlling so much.*
... an attempt to change one's personality.

Instead:

- *Listen to others without interrupting.*
... a positive point of view; realistic behavior change.



Critique the Developmental Goal

- ▶ *Take a Coaching Foundations class.*
... participation in an event.

Instead:

- ▶ *Learn to provide honest, helpful feedback to my kingdom-builders.*
... learning a new skill.



Critique the Developmental Goal

➤ *Become a better communicator.*

... too vague; steer clear of grand schemes and generic good intentions.

Instead:

➤ *Speak more clearly and concisely.*

... a clear, realistic development objective that is behaviorally focused.

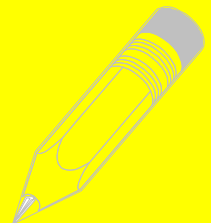


Outline of a good Goal Setting Conversation

- Step 1:** Have a Line of Sight & Ministry Planning discussion with all involved people.
- Step 2:** Discuss role skills and resources needed and use an effective goal setting process.
- Step 3:** Obtain commitments on goals set from all people involved in the process.

Next-Step Assignments #1 and #2:

1. First, based on the “line of sight” process, draft **two (2)** key goals for your role responsibilities in 2016.
2. Next, using “line of sight”, identify at least **one (1)** “goal topic” for each of the people you will influence/lead in 2016.

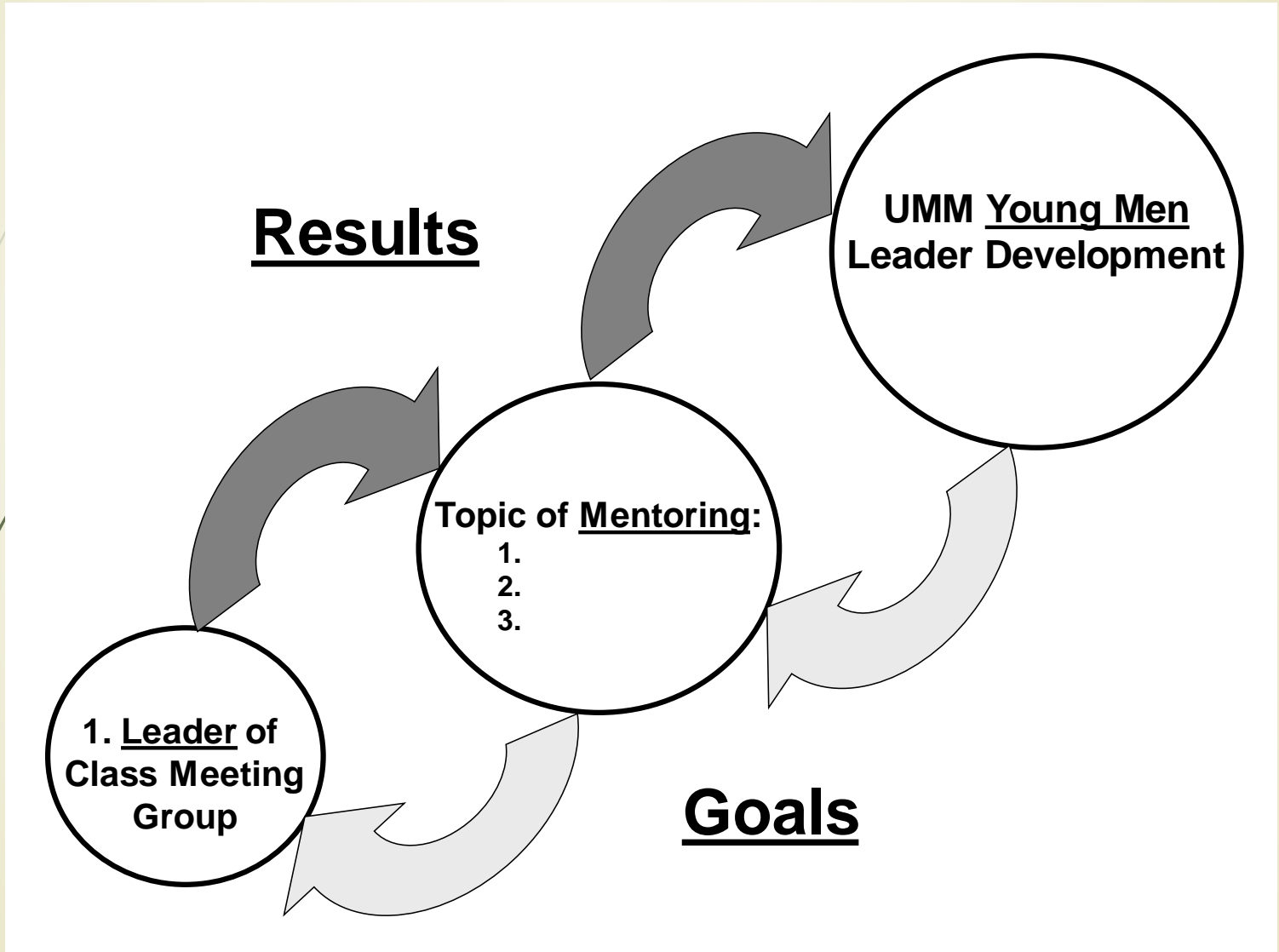


Next-Step Assignment #3:

3. Work with each of your kingdom-builders to create at least **one (1) S.M.A.R.T. goal** for them that is in “line of sight” with your ministry goals and the goals of God’s church in 2016:

*Example: With a church goal of leader development: #1-**Your goal** of “Young Men Leader Development” to #2 **K-B goal topic** of “Mentoring” to #3 **K-B SMART goal** of starting “Class Meeting Group”.*

“Line of Sight” For Sample Goals:





S.M.A.R.T. Goal Worksheet

Name: _____

Role/Ministry: _____

Specific - *I will (what specifically do you want to measure?)*

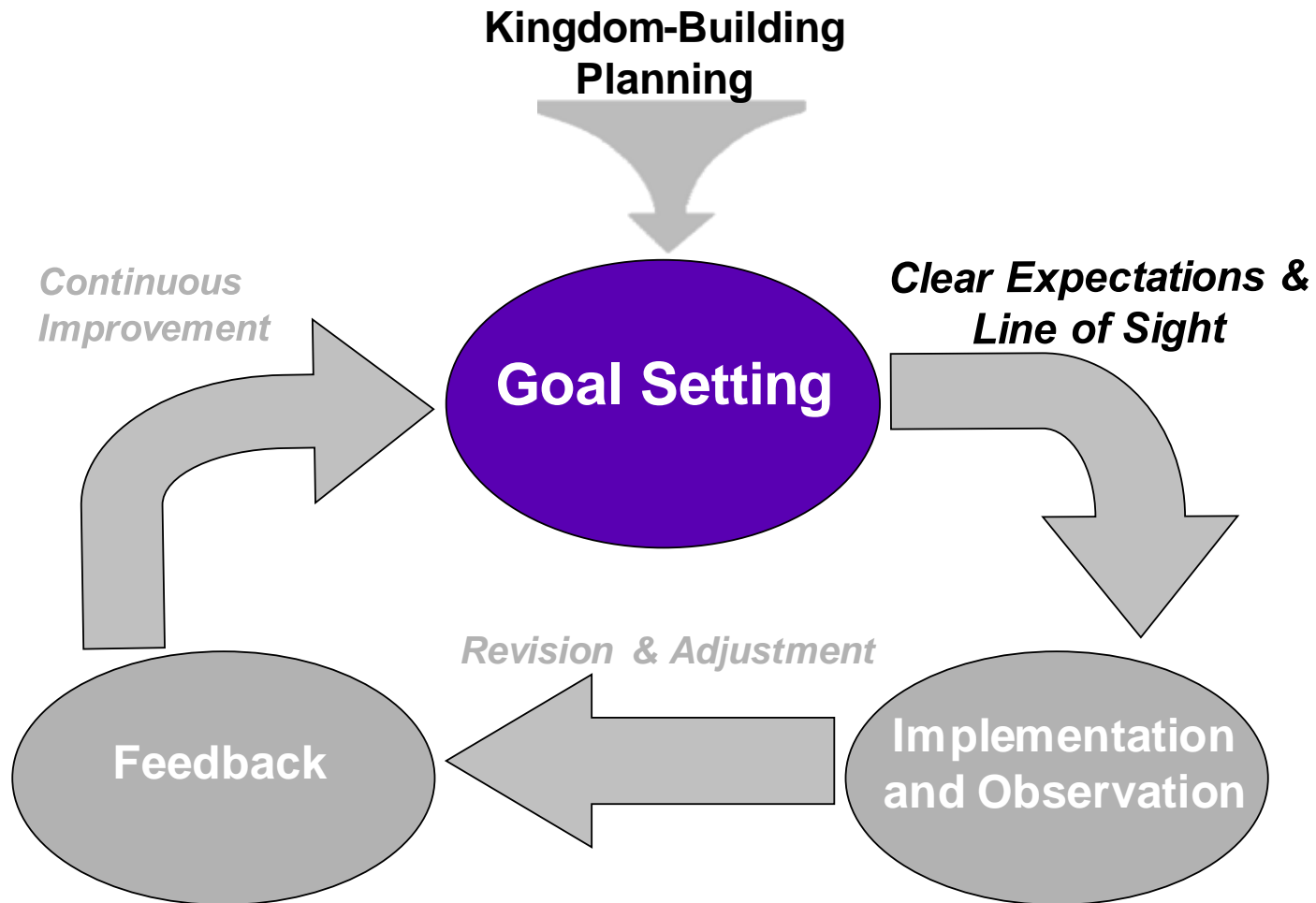
Measurable - *I will measure this goal by means of ...*

Achievable - *I know this goal is achievable because ...*

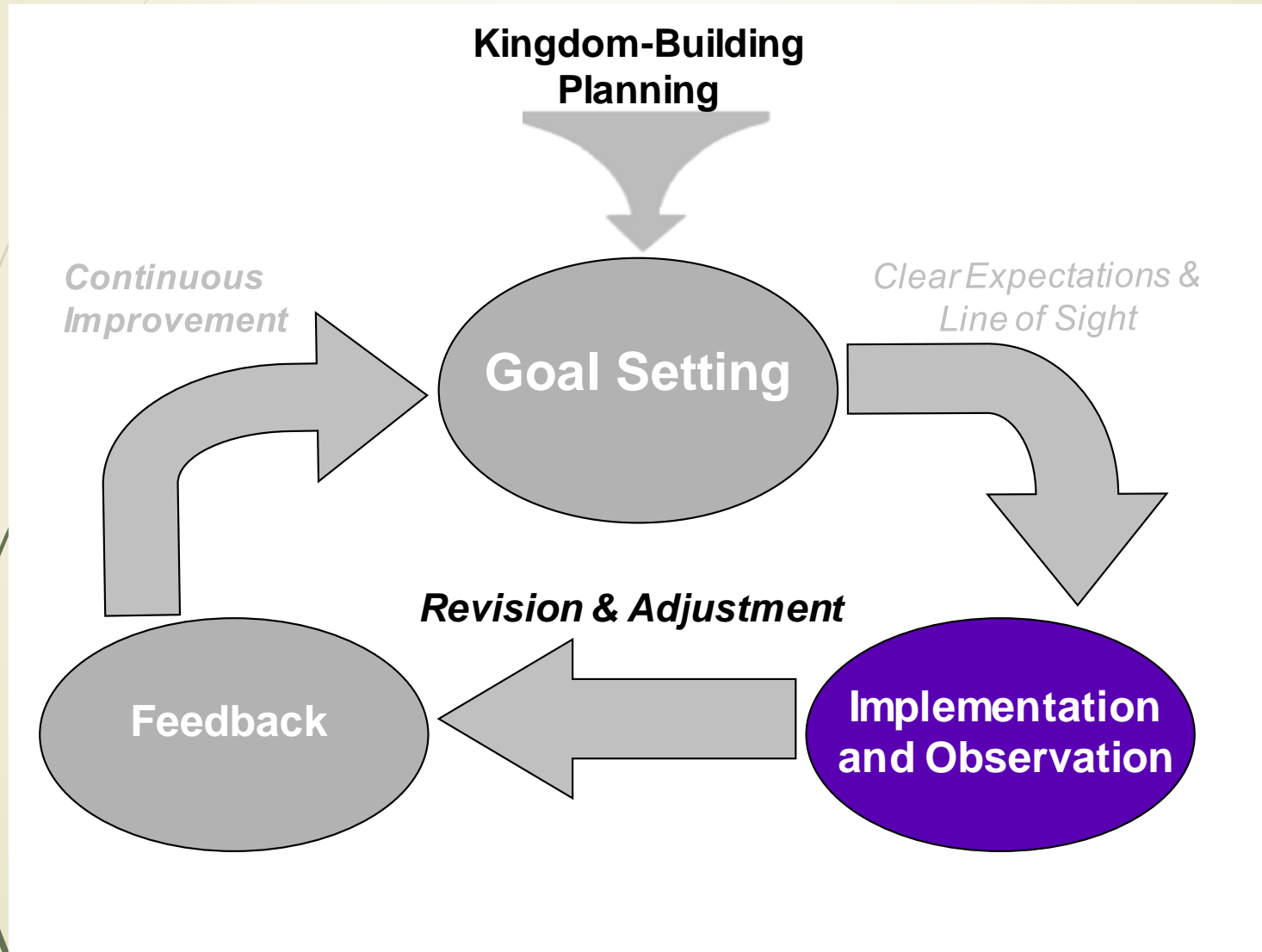
Relevant - *This goal is a good use of my time because ...*

Timebound - *This goal will be completed by ...*

We've Completed Process #1 Goal Setting

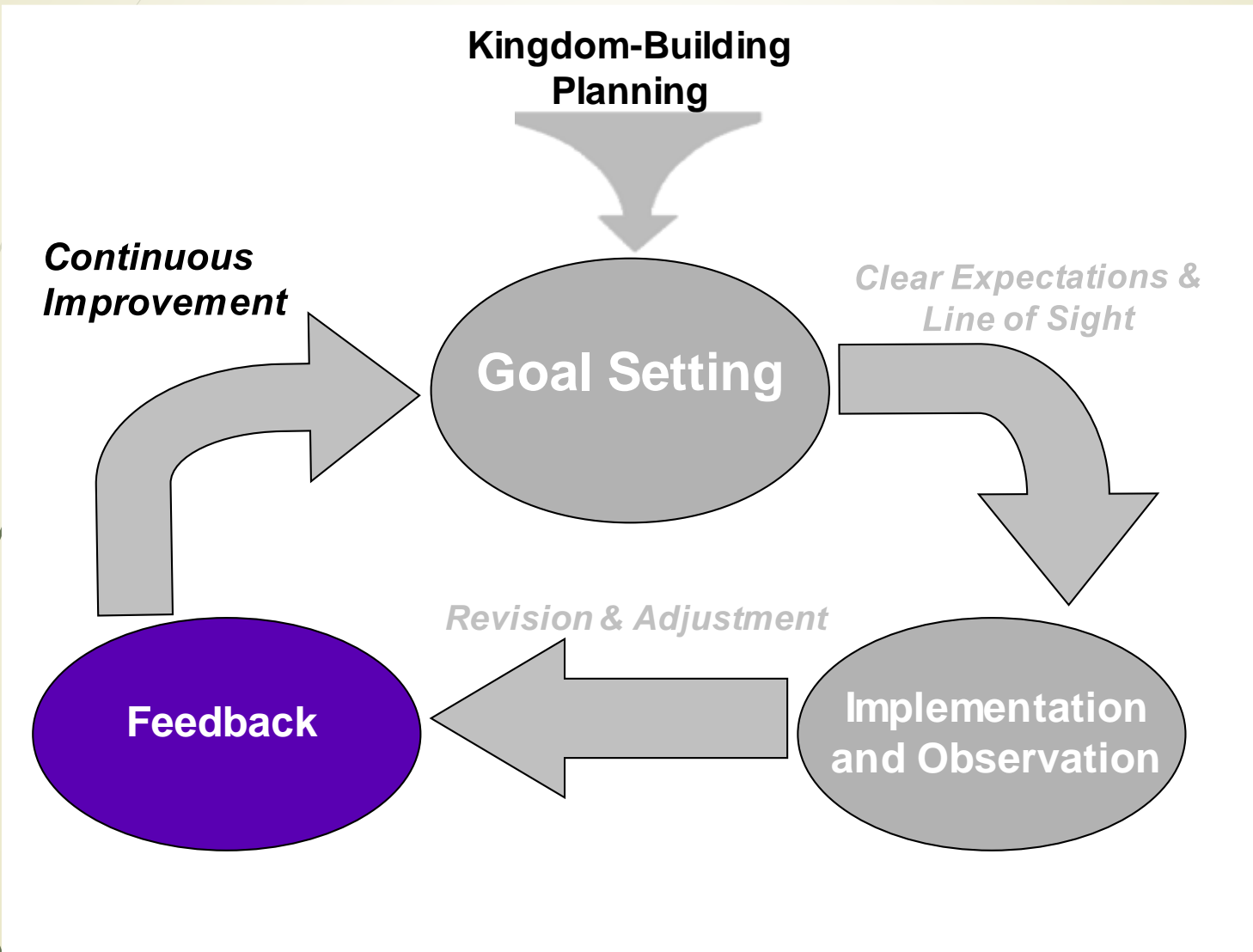


Next Steps Session #2 “Implementation” Webinar will be Thursday 10/22 @ 7 CST



Next Step Session #3 “Feedback”

Webinar will be Thursday 11/5 @ 7 CST



End of Session #1

Questions or Comments?



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