

Goal Setting & Performance Feedback - Siddharth Chhottray

Do The Math Chicago, IL Bangalore, India www.mu-sigma.com October 14, 2022

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Goal Setting | Goals – individual & organizational – must be SMART

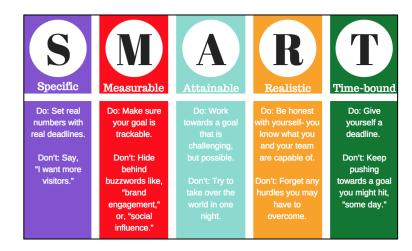
- Specific: Output or outcome centric, no scope for misinterpretation
- Measurable: Quantifiable, ability to measure progress
- Achievable: Attainable, given current constraints
- Relevant: Goal must in some way, must contribute to long term outcomes
- Time-bound: ETA, start & end dates must be clearly defined

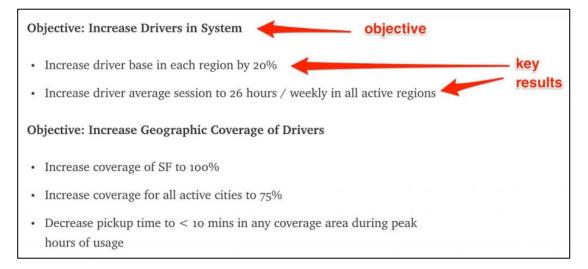
"I am going to write a book"

"I am going to write a 60,000-word novel in 6 months (1-Jan-2022 to 30-Jun-2022). I will do this by writing 2500 words per week"

"I am going to improve my relationships"

"I will call David, Sarah, and Mum twice per week for 3 months to develop my relationships with them"





Feedback Mechanism | Check-ins & informal connects can help strengthen relationships

- Agile goal setting, move beyond annual KPIs
- Quality over quantity, outcome over output
- Minimize adjectives, quantify your feedback and observations
- Be a mentor, not a critic always complement strong feedback with a corrective course of action
- Build soft skills for a hard world (McKinsey)
- Codify soft skills and define specific evaluation criteria
- Empathy, Adaptability and Leadership future of work
- "Skill building is more prevalent than it was prior to the pandemic, with 69 percent of organizations doing more skill building now than they did before the COVID-19 crisis"
 - Report by McKinsey

Continuous Feedback

Building Workforce Skills

Soft Skills for a Hard World

