

S.M.A.R.T. Goals

When we come together in the afternoon on Saturday March 13, 2021, we will be figuring out what our goals for the Region 5 Outreach Committee of the Whole should be for 2021. The Outreach Committee of the Whole consists of everybody attending the assembly and is concerned with Intergroup Outreach, Public Information, Professional Outreach, and Twelfth Step Within activities. It meets at the spring assembly to determine outreach goals for the following year. It then forms subcommittees to accomplish those goals. These subcommittees meet during the following year to achieve the stated goals.

The sub-committee's we formed last year, technically will be dissolved at the start of the Spring assembly. So, Saturday afternoon we will be coming together to decide on what our new goals should be for the upcoming year. We will have a brainstorming session, listing out all of our ideas for awesome tasks we would like to accomplish in 2021. We can have new tasks or old. We can do ambitious new ideas or carrying with the previous years fantastic goals. This is up to you. Please come to the Assembly ready to present your ideas and then we will have a group conscious to agree on the best of the best. In other words, we will vote to prioritize them and pick the top 2 to 4 goals, to form sub-committees. After a break we will come back together then splitting up into the various sub-committee meetings. At each of these meetings, you will be tasked to do the following:

1. Come up with a S.M.A.R.T. Goal for 2021.
2. Give your sub-committee a name.
3. Define all of the tasks that will need to be accomplished to achieve your S.M.A.R.T. goal and who will complete the task.
4. Elect a Chair for the Sub-committee.
5. Send an electronic copy of the completed "A12.R5 Outreach Committee Of The Whole Sub-committee Report.docx" document to the Region 5 Secretary.

What is a S.M.A.R.T. Goal.

S.M.A.R.T. goals - a tool to create criteria to help improve the chances of succeeding in accomplishing a goal.

The acronym stands for:

S – Specific

When setting a goal, be specific about what you want to accomplish. Think about this as the mission statement for your goal. This isn't a detailed list of how you're going to meet a goal, but it should include an answer to the popular 'w' questions:

- Who – Consider who needs to be involved to achieve the goal (this is especially important when you're working on a group project).
- What – Think about exactly what you are trying to accomplish and don't be afraid to get very detailed.
- When – You'll get more specific about this question under the "time-bound" section of defining S.M.A.R.T. goals, but you should at least set a time frame.
- Where – This question may not always apply, especially if you're setting personal goals, but if there's a location or relevant event, identify it here.
- Which – Determine any related obstacles or requirements. This question can be beneficial in deciding if your goal is realistic. For example, if the goal is to open a baking business, but you've never baked anything before, that might be an issue. As a result, you may refine the specifics of the goal to be "Learn how to bake in order to open a baking business."
- Why – What is the reason for the goal? When it comes to using this method for employees, the answer will likely be along the lines of company advancement or career development.

M – Measurable

What metrics are you going to use to determine if you meet the goal? This makes a goal more tangible because it provides a way to measure progress. If it's a project that's going to take a few months to complete, then set some milestones by considering specific tasks to accomplish.

A – Achievable

This focuses on how important a goal is to you and what you can do to make it attainable and may require developing new skills and changing attitudes. The goal is meant to inspire motivation, not discouragement. Think about how to accomplish the goal and if you have the tools/skills needed. If you don't currently possess those tools/skills, consider what it would take to attain them.

R – Relevant

Relevance refers focusing on something that makes sense with the broader business goals. For example, if the goal is to launch a new product, it should be something that's in alignment with the overall business objectives. Your team may be able to launch a new consumer product, but if your company is a B2B that is not expanding into the consumer market, then the goal wouldn't be relevant.

T – Time-Bound

Anyone can set goals, but if it lacks realistic timing, chances are you're not going to succeed. Providing a target date for deliverables is imperative. Ask specific questions about the goal deadline and what can be accomplished within that time period. If the goal will take three months to complete, it's useful to define what should be achieved half-way through the process. Providing time constraints also creates a sense of urgency.

The Easiest Way to Write S.M.A.R.T. Goals

When it comes to writing S.M.A.R.T. goals, be prepared to ask yourself and other team members a lot of questions. The answers will help fine-tune your strategy, ensuring the goals are something that's actually attainable. While you should be as realistic as possible, it's important to approach writing S.M.A.R.T. goals with a positive attitude. After all, this is something that you want to achieve.

This doesn't have to be a daunting experience; in fact, it should be quite illuminating. Use the "A12.R5 Outreach Committee Of The Whole Sub-committee Report.docx" document as a guide to producing the goal. On page 2 of the document is a form that helps create the goal. Answer each of the questions in order and then put it all together into on single concise statement and write it into the space provided for your S.M.A.R.T. goal on the first page. Then decide on the tasks and who will complete them.