

got goals?:

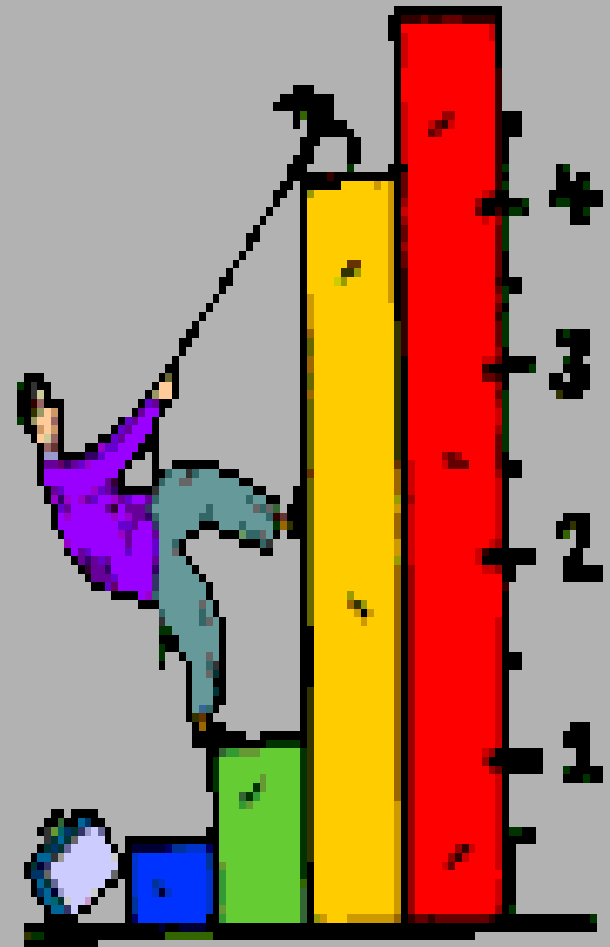
Unlocking your Life's Potential

2011 Maine Bankers Association
Emerging Leaders Conference
November 16, 2011



**"There is one quality
which one must
possess to win... and
that is definiteness of
purpose, the
knowledge of what one
wants, and a burning
desire to possess it."**

~ Napoleon Hill





3-2-1 Plan

- Prepare for meetings & seminars by using the 3-2-1 Plan
- 3: Identify three specific Learning Objectives
- 2: Act on two Things to Do to make your learning/participation more effective
- 1: Implement one BIG BANG (Bold Ambitious Noble Goal)



Exercise: Network and 1-1-1

- **3 Learning Objectives**
 - Research & present goal setting best practices
 - Inspire others to do more goal setting
 - Achieve 85% positive evaluation results
- **2 Things to Do**
 - Meet 3 new banking colleagues
 - Apply 2 new learning to own goal setting
- **1 BIG BANG (Bold Ambitious Noble Goal)**
 - Offer GS program to all ASB staff as part of career development series to increase BPTW advancement scores by 5%

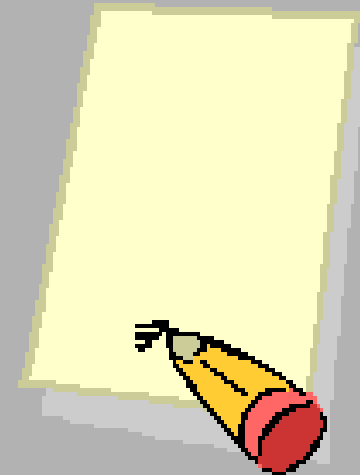
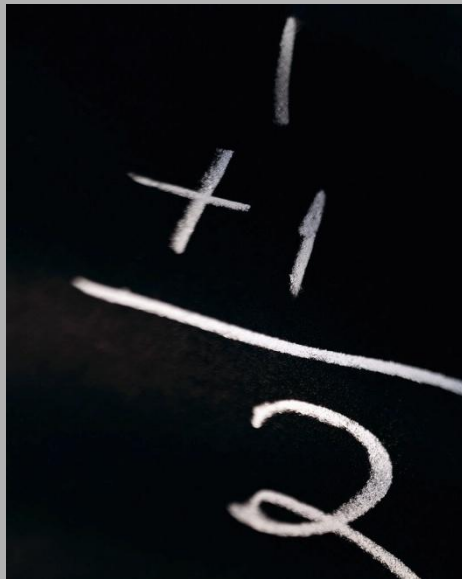

$$TQ = \frac{\text{Results}^{\text{TM}}}{\text{Time}}$$

**"Success is the sum
of small efforts,
repeated day in
and day out."**

~ Robert Collier

**"Action is the
true measure of
intelligence."**

~ Napoleon Hill



10 Rules to Effective Goal Setting

- 1) Make goal setting a daily habit.
- 2) Create a mission statement/vision.
- 3) Stay focused.
- 4) Put goals in writing.
- 5) Create SMART goals.
- 6) Welcome failure.
- 7) Build support team.
- 8) Take purposeful action.
- 9) Winning attitude.
- 10) Reward yourself.

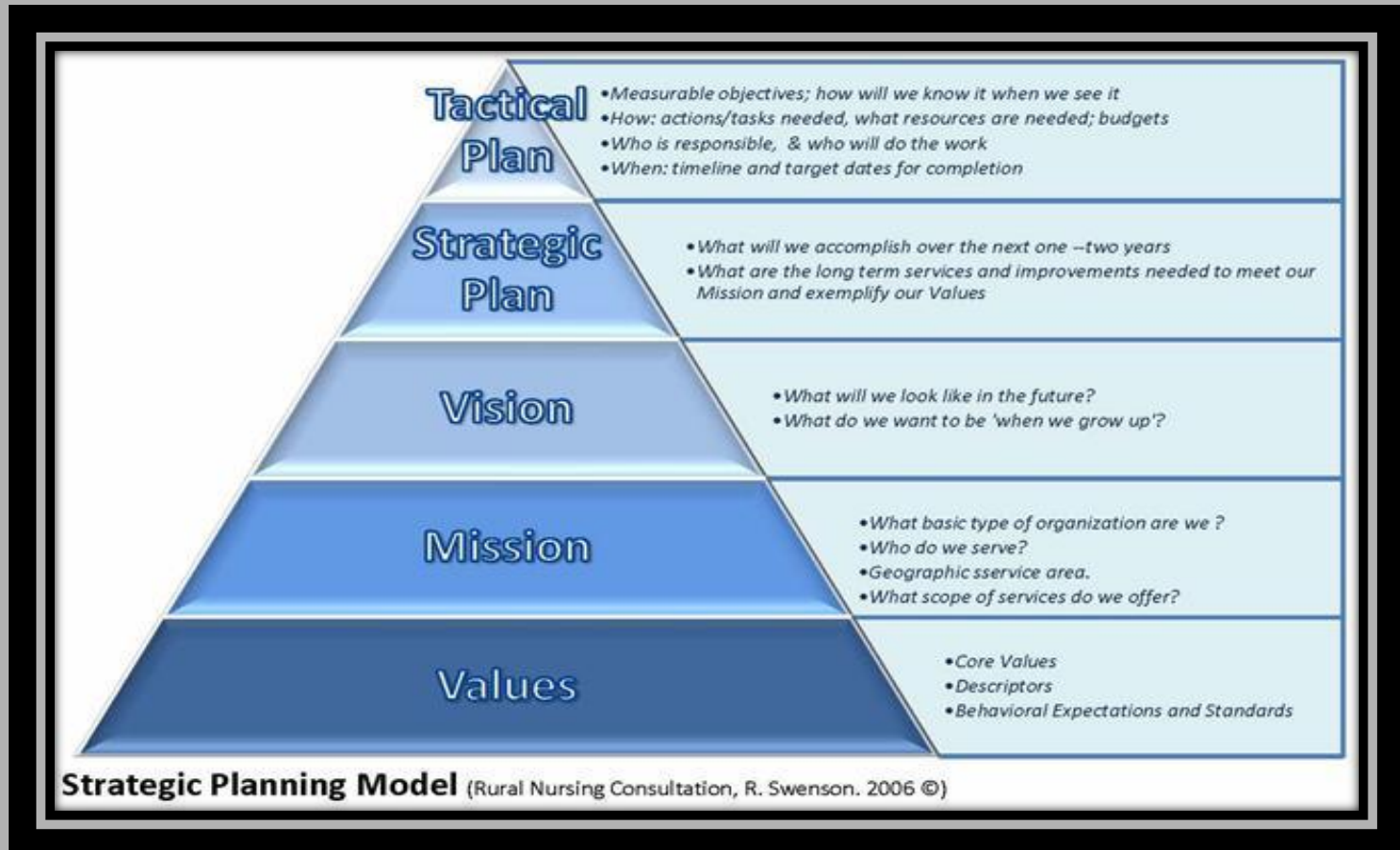


#2 – Create a personal mission statement



#2 – Align with company mission/vision

Align Jobs, Work Standards & Performance Expectations



Congruency with Personal Values & Career Goals

#3 – Stay Focused

FOCUS =

Follow one's course until successful!



#4– Put goals in writing



“Your goals are the road maps that guide you and show you what is possible for your life.”

~ Les Brown



#5 – Create SMART Goals

Specific: The outcome is clear to everyone.

Measurable: Result can be counted or seen.

Attainable: Challenging, but reachable.

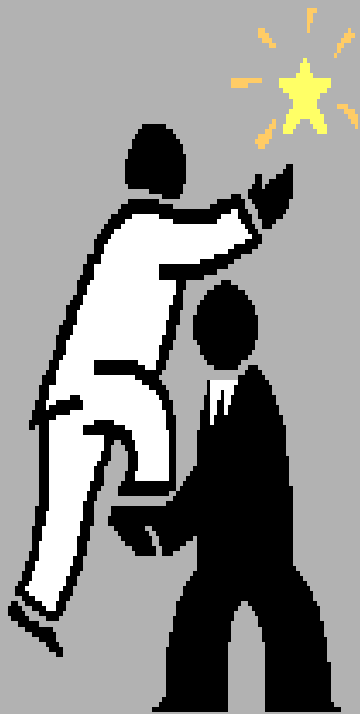
Relevant: Linked to business strategy, team objectives or job priorities.

Time-Bound: Goals must be achieved by agreed upon dates/deadlines.

#6 – Welcome Failure



#7 – Build a support team



Keep away from
people who belittle
your ambitions.
Surround yourself
with supportive,
great people
because they make
you feel that
you, too,
can become great.

Mark Twain

8 – Take Purposeful Action

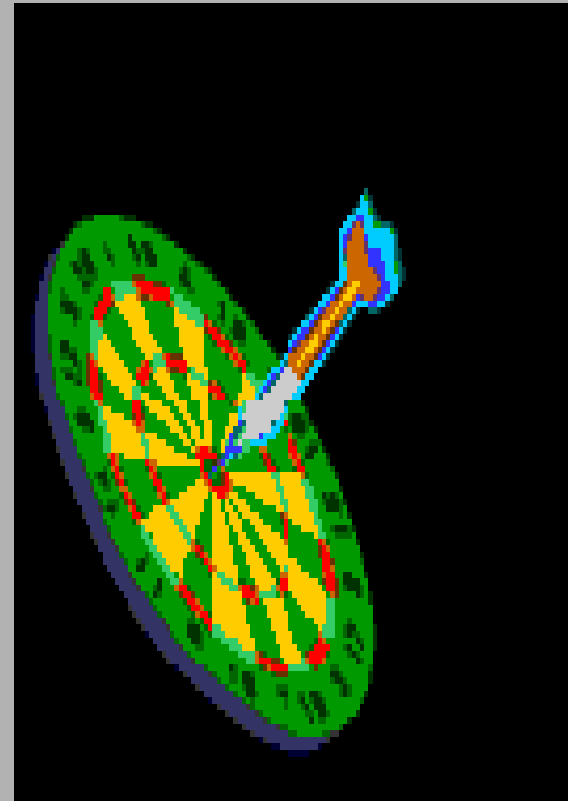
A goal is created three times.

First, as a mental picture of something you want to be, have or do.

Second, when written down to add clarity and dimension.

And third, when you take action towards its achievement.

--Gary Ryan Blair



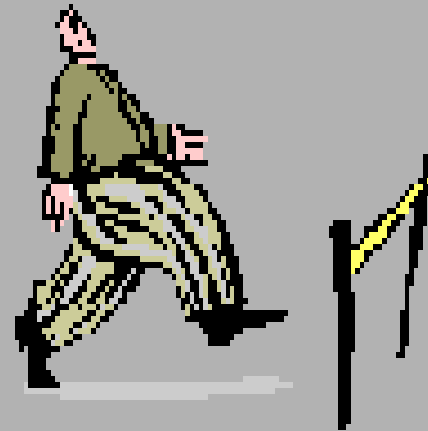
#9 – Winning Attitude

WOW POWER

Wonderment

Outstanding

Worthwhile



#10 – Reward yourself

“You get what you reward.
Be clear what you want to
get and systematically
reward it.”

“People don’t care
how much you know,
until they know
how much you care.”

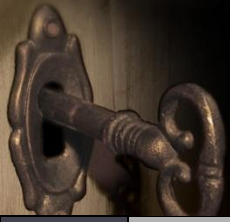


The Power of You



Employee Motivation Elements of Greatness - S





***“To accomplish great things,
we must not only act, but also dream;
not only plan, but also believe.***

~ Anatole France

Questions?



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- Remember to get you session handout & gift before you leave.
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