

Planting Seeds

Making the Shift from S.M.A.R.T. Goals to Goal Emergence

A team-building workshop that engages staff to position themselves for their best goals to emerge

Planting Seeds for Success

In this half-day workshop, we'll explore the changing nature of goal-setting from S.M.A.R.T. goals to goal evolution and emergence. We'll discuss the two kinds of creative thinking required for your best goals to emerge and evolve.

With creative team-building and goal-emerging exercises, we'll help your staff position themselves to achieve their best goals in the year ahead.

To find out more, please contact **Maggie DiStasi, ACPC, PCC** at **416.988.5115** or **md@processbasedliving.com**



Goal Setting is Changing

Research has shown that S.M.A.R.T. (Specific, Measurable, Attainable, Relevant, Time-bound) goals have limitations, including:

- **S.M.A.R.T. goals dull responsiveness** to the complex nature of organizations
- S.M.A.R.T. goals **reduce people's awareness of other factors** that may be important to success
- S.M.A.R.T. goals compel people to **adopt riskier strategies** to achieve them

for Success