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| Goal  Lyle Hill  TN SD/GRC | Specific  *who? what?, when?, where? why?* | Measurable  *How will I know when it is accomplished?* | Attainable  *Can objectives pertaining to the goal be carried out? How?* | Relevant  *How does this goal help you to meet your overall objective?* | Time-bound  *Completed/ milestones achieved by end of Performance period* |
| I want to build better relationships with my team | Encourage two-way communication with district and regional leaders and Volunteers  Decrease lack of engagement and address training needs  Learn more effective coaching skills | Less attrition in my district and regional leadership teams  Leaders and volunteers come to me when they have a problem  Issues and training needs are addressed and resolved | Prioritize weekly leadership and volunteer one on ones  Take a coaching course  Schedule team building activities | Better relationships will help our team reach our overall goal of increased volunteer satisfaction and quality of active and engaged leaders and volunteer. | All training and team building activities will be completed within the next 6 months |
| SMART Goal: Through increasing communication using the weekly DC/RC Weekly Report and through team building, I will build better relationships my team. I will take any needed training to gain any needed coaching skills and prioritize weekly one on one meetings and contacts. I will also schedule 2 team building sessions. All these initiatives are to be completed by September 2019. Based on these efforts State Teams and volunteers will be proactive in discussing issues with me and problems will be resolved efficiently which will ultimately lead to less attrition in my leadership and more active and engaged volunteers. | | | | | |
| Goal | **Specific**  *who?, what?, when?, where? why?* | **Measurable**  *How will I know when it is accomplished?* | **Attainable**  *Can objectives pertaining to the goal be carried out? How?* | **Relevant**  *How does this goal help you to meet your overall objective?* | **Time-bound**  *Completed/ milestones achieved by end of Performance period* |
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| SMART Goal: | | | | | |
| Goal | **Specific**  *who?, what ,when?, where? why?* | **Measurable**  *How will I know when it is accomplished?* | **Attainable**  *Can objectives pertaining to the goal be carried out? How?* | **Relevant**  *How does this goal help you to meet your overall objective?* | **Time-bound**  *Completed/ milestones achieved by end of Performance period* |
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| SMART Goal: | | | | | |
| Goal | **Specific**  *who?, what?, when?, where? why?* | **Measurable**  *How will I know when it is accomplished?* | **Attainable**  *Can objectives pertaining to the goal be carried out? How?* | **Relevant**  *Does this goal help you to meet your overall objective?* | **Time-bound**  *Completed/ milestones achieved by end of Performance period* |
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| SMART Goal: | | | | | |