

Starting Off The New Year: Implementing New Year Goals

New Year's is the time when goal-setting permeates our work life, home life and even the entertainment and social media arenas. We get the chance to reflect on the last year and set goals that will launch us into a fresh start and new beginning.

While setting goals is important, we often forget them just a few months into the year.

Making goals is the easy part; developing plans and implementation is far more difficult for any business.



4 Tips to Actually Implement New Year Goals

- 1) **Document Your Goals** – Write your goals down. This first step should not be skipped. Be as detailed as you want but get your thoughts down on paper. How can you implement something that is a hazy thought from months ago that you sort of mulled over for a while. You can't implement what you don't have set as a clearly written out and defined goal.
- 2) **Set Benchmarks** – Your goals need to be measurable. The best way to pull this off is to set benchmarks. Your company can track progress via a goal board, spreadsheet, announcements or some other method. However, you need to set goals that can be measured success wise throughout the year. Benchmarks will enable you to track how far you've come and where you need to be.
- 3) **Celebrations and Rewards** – If you want to help your company with goal implementation, you may need to provide an occasional incentive. When your team hits their benchmarks, celebrate with them. You could buy your team lunch, take them to coffee or let them leave a little early on Friday.

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Exceptional Leaders Know Their Strengths & Limitations

Exceptional Leaders are able to accurately assess themselves. They are not in self-denial about either their strengths or their limitations. They are open to feedback and set up systems to ensure that they have accurate information about themselves and their leadership effectiveness.

Armed with information about their strengths and weaknesses, they hire people to complement and strengthen their leadership competencies.

They also look for ways to enhance their leadership capability. They are in a continuous learning 'mode' about themselves and the external world.



Thought Provoker

- ✓ Do you really have a deep and clear understanding of your values?
- ✓ Do you know how you are coming across in a particularly important situation?
- ✓ Are you able to practice self-observance?
- ✓ Have you ever asked a confidant to give you informal feedback about how you performed in a meeting?
- ✓ Have you set up feedback systems, such as a 360-degree process to get feedback from others?
- ✓ Are you on a path of development, knowing what you need to improve?

Exceptional Leaders take the time needed to make sure that they are coming across to others as they intend to. They capitalize on their strengths and build organizational support in areas that are more of a challenge for them. ♦

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“Ask yourself if what you're doing today is getting you closer to where you want to be tomorrow.”



One Minute Ideas

December 2016 Observances

Click on a link for more info...

Dec 6 – Tuesday [St Nicholas' Day](#) Observance

Dec 7 – Wednesday [Pearl Harbor Remembrance Day](#) Observance

Dec 12 – Monday [The Prophet's Birthday](#) Muslim

Dec 13 – Tuesday [National Guard Birthday](#) Observance

Dec 17 – Saturday [Wright Brothers Day](#) Observance

Dec 21 – Wednesday [December Solstice](#) Season

Dec 24 – Saturday [Christmas Eve](#) Observance, Christian

Dec 25 – Sunday [Chanukah/Hanukkah](#) (first day) Jewish holiday

Dec 25 – Sunday [Christmas Day](#) Federal Holiday

Dec 26 – Monday [Kwanzaa](#) (until Jan 1) Observance

Dec 26 – Monday Christmas Day observed Federal Holiday ♦

Source: www.DateandTime.com



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Also, consider providing a small reward or bonus to spur your team onward with the company's goal and vision. Appreciation, praise and a pat on the back shouldn't be underestimated either. You'll need everyone on board to implement your business goals and a little encouragement is beneficial for both you and your staff.

- 4) **Teams Buy In** – If you want to see your goals become a reality, you must get your teams buy in. Let them help set the company's goals. Ask them for feedback on your vision. You will see that it's easier to have your goals implemented if everyone is on board with the plan.

Establishing goals is necessary for any business. As the New Year approaches, be sure to set goals that can be tracked, celebrated, and are reasonable to those that help you carry them to completion. ♦

"A goal without a plan is just a wish." ~ Unknown

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The Top 10 Business Commandments From Sam Walton

This might be the world's shortest top ten, but sometimes simple is better. When I saw these keywords taken from Sam Walton, I felt like sharing them with everyone as they will make a difference if you follow them—he did!

- 1. Commit to your business.
- 2. Share your profits.
- 3. Motivate your partners.
- 4. Communicate all that you know.
- 5. Listen to everyone in your company.
- 6. Appreciate what your associates do.
- 7. Exceed your customer's expectations.
- 8. Control your expenses better than competitors.
- 9. Swim upstream.
- 10. Avoid conventional wisdom. ♦

Submitted by Mike R. Jay, The original source is: *Guerilla Marketing on Sam Walton*.

(Click the links below for more information on our services)



"The Holiday Season is a perfect time to reflect on our blessings and seek out ways to make life better for those around us."



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