# Simplify

Strategies to engage your team

**Negotiating goals goes beyond numbers.** It's about aligning expectations, inspiring your team, and fostering an environment where everyone feels part of the success.



According to the 2023 Gallup State of the Global Workplace report, only 23% of employees are engaged at work.





Strengthened trust and teamwork

**Data-driven** decision-making

Improved

internal

communication



Reduced

turnover

of **employees** are **engaged** at work

#### What's missing?

Strategies that make goal negotiation more motivating, collaborative, and productive, effectively connecting people with objectives.



Set SMART\* goals

Align Goals with the Company Vision

Every goal should

this contribute to

the organization's

bigger picture?"

This reinforces

the team.

their relevance to

answer: "How does

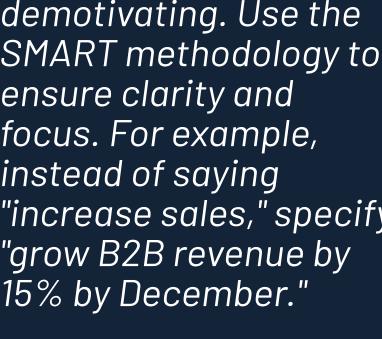
Negotiation is a two-way street. Listen to your team and adjust goals when needed.

Turn the Process into a Conversation

Recognize and Reward Achievement

Simple acknowledgments drive significant motivation. Consider celebrations or monthly bonuses linked to performance.

Generic goals are demotivating. Use the SMART methodology to ensure clarity and focus. For example, instead of saying "increase sales," specify "grow B2B revenue by 15% by December."







## COMMON MISTAKES in goal negotiation



#### Not setting deadlines

Without clear deadlines, the team may procrastinate and lose focus. Define specific dates to ensure commitment and results.



#### Lack of follow-up

Goals become disconnected from reality without regular reviews and lose momentum. Track progress to maintain engagement.



#### Setting unrealistic goals

It's essential to be challenging, but goals need to be achievable. Overly ambitious targets can demotivate the team.



### Establishing too many goals

Overloading the team with **numerous goals can lead to burnout**. Focus on what truly matters and break down significant goals into smaller, manageable objectives.

**TIP:** Use goal deployment software to facilitate tracking and ensure everyone stays aligned.

#### **TECHNOLOGY TO MANAGE YOUR COMPANY AND ACHIEVE RESULTS**





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