

EAD-612

Avaliação de Desempenho Organizacional

Aula 12

Prof. Flavio Hourneaux Junior
27 de maio de 2019

Execução

Planej...

Gestão do Desempenho

Metas

Objetivos



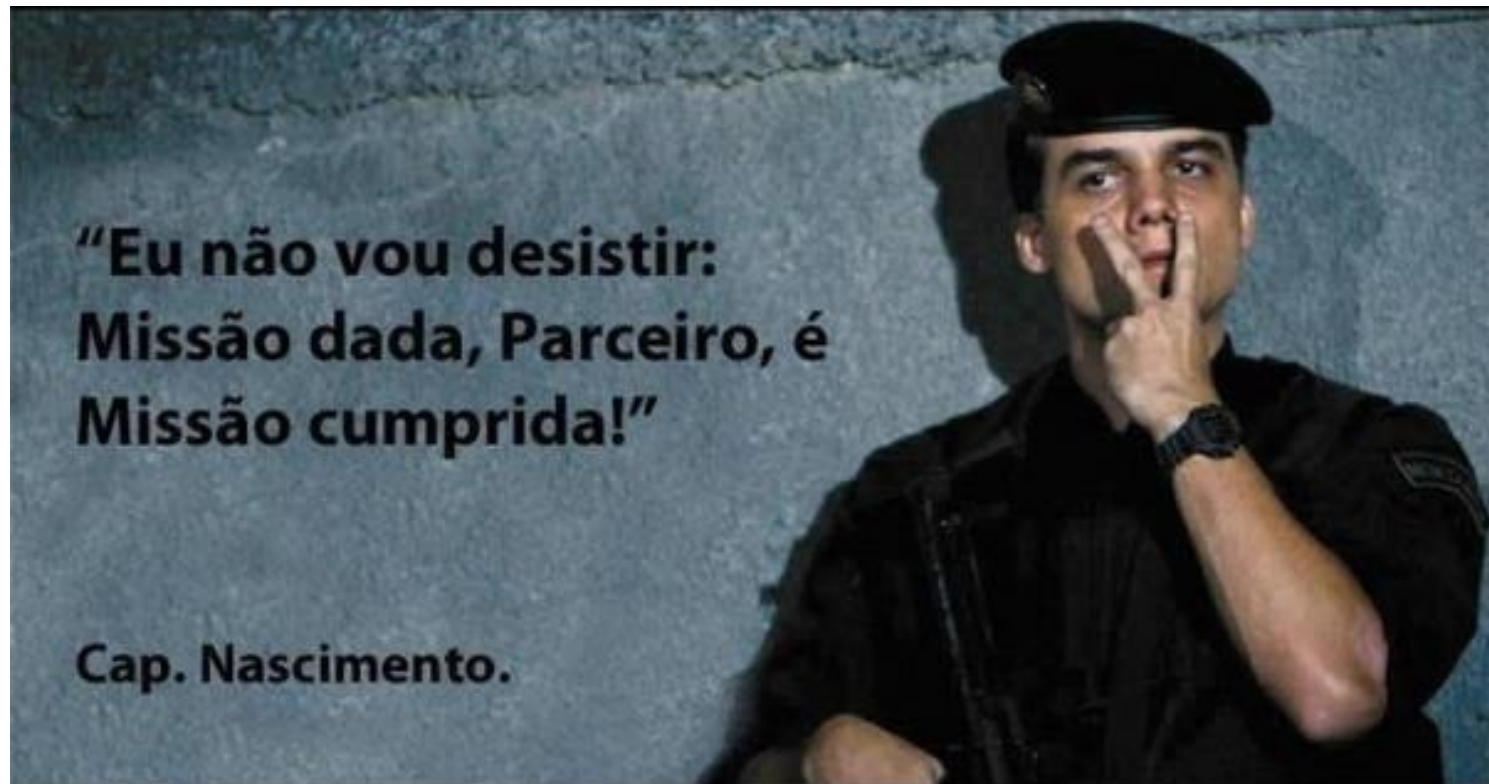
Planos de ação

Objeti

Indicadores

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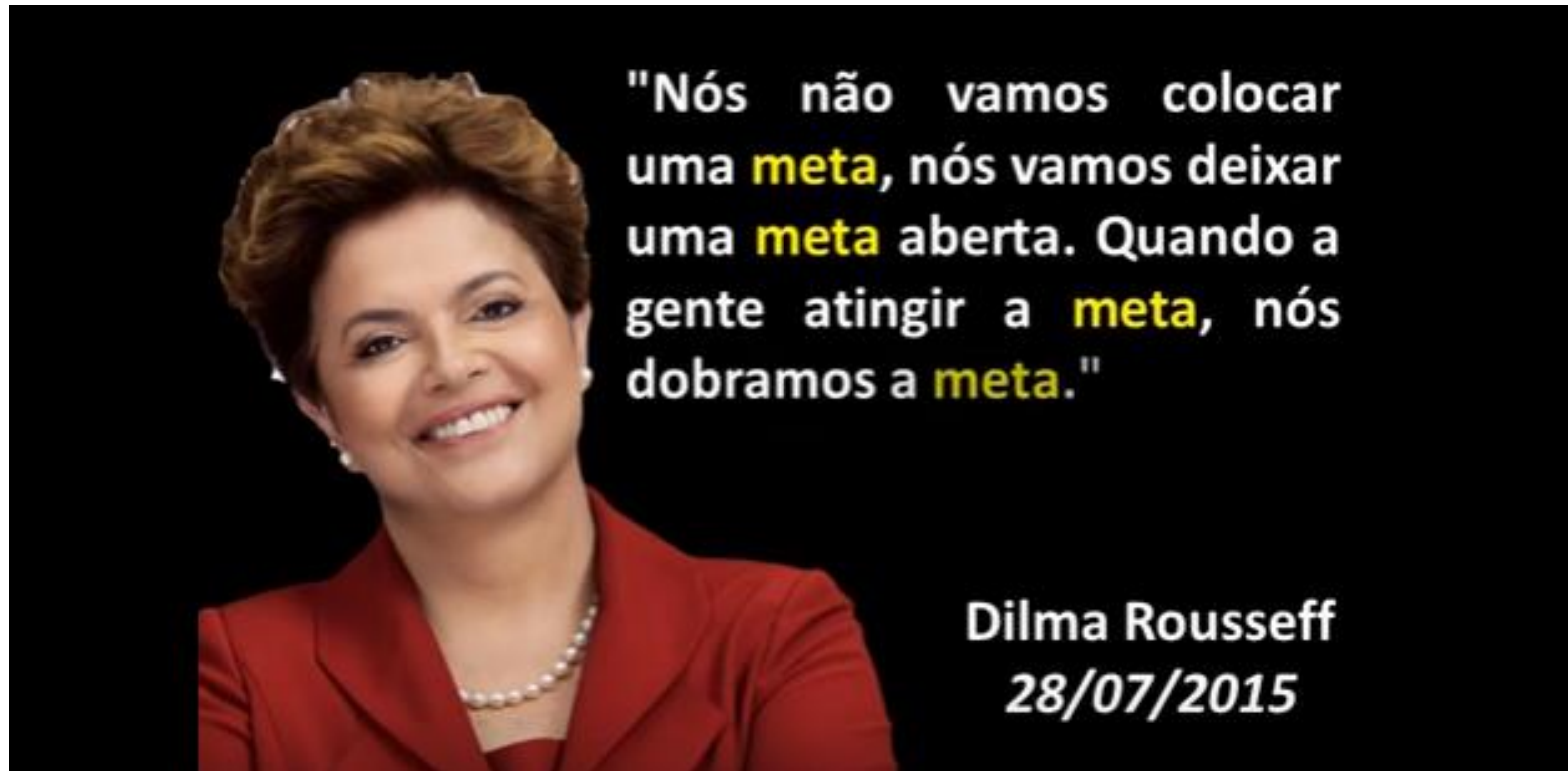
Frases famosas



Frases famosas



Frases famosas



Critérios para definição



<https://www.projectsmart.co.uk/how-to-write-a-smart-goal.php>

Critérios para definição



METAS SMARTER

Name	
Goal	
Date	
Reason this goal is important to me	

Step	Concept	Description
<u>Specific</u>	Exactly what is it you want to achieve in your business or personal life? A good goal statement explains the what, why, who, where and when of a goal. If your goal statement is vague, you will find it hard to achieve because it will be difficult to define success.	
<u>Measurable</u>	You must be able to track progress and measure the result of your goal. A good goal statement answers the question, how much or how many. How will I know when I have achieved my goal?	
<u>Agreed</u>	Your goal must be relevant to your stakeholders and agreed with them. Examples of people to agree your goal with are your line manager, employees and customers.	
<u>Realistic</u>	Your goal should be stretching, but realistic and relevant to you and your company. Make sure the actions you need to take to achieve your goal are things within your control. Is your goal achievable?	
<u>Time-Bound</u>	Goals must have a deadline. A good goal statement will answer the question, when will I achieve my goal? Without time limits, it's easy to put goals off and leave them to die. As well as a deadline, it's a good idea to set some short-term milestones along the way to help you measure progress.	
<u>Ethical</u>	Goals must sit comfortably within your moral compass. Most people resist acting unethically. Set goals that meet a high ethical standard.	
<u>Recorded</u>	Always write down your goal before you start working towards it. Written goals are visible and have a greater chance of success. The recording is necessary for the planning, monitoring and reviewing of progress.	

MUITO DIFÍCEIS



IMPOSIÇÃO -> FALTA DE COMPROMETIMENTO



MUITO FÁCEIS



NEGOCIAÇÃO -> PRESSÃO PARA METAS MAIS FÁCEIS E SUSPEITAS SOBRE O PROCESSO



Para o período que vai de hoje até a sua formatura,

Responda:

1. Que objetivos profissionais você tem definidos para esse período?
2. Que metas você associa a esse período? Use os critérios SMARTER.
3. Que ações você pretende fazer para cumprir essas metas?