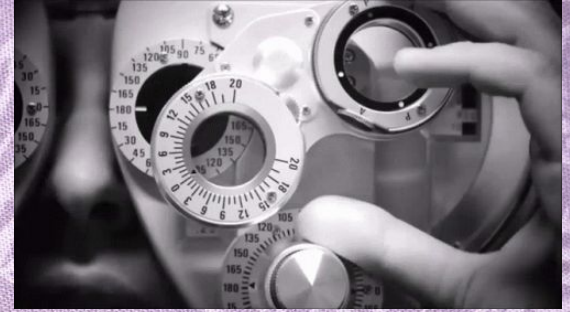


# Vision 4 All



**Be Inspiration Through Goal Setting**

**Shelly McGuire**

**Activity Consultant the Gatesworth Community**

# My Story



- 1. Do you think your managers could use some motivation?**
- 2. Do you think your managers could be more goal driven?**
- 3. Do you think you could be & your team be better for your residents?**
- 4. Do you need a pick me up? Does your building? Your team?**
- 5. Do you feel you could use some improvements in your building?**





**What is the  
benefits of  
Goal-setting ?  
Why do we  
want our staff  
to be involved?**

 **Motivates employees**

 **Team Goals**

 **Creates Teamwork**

 **Provides Direction & Focus**

 **Measure Success**

 **Helps establish deadlines & stick to them**

 **Resident Focused**

 **Cohesiveness**

# **Create the SHAPE**



**\*Start with your goals**

**\*Owners/Company**

**Bldg Mission statement**

**\*What do you feel Bldg Needs**

**Plan on being extremely flexible You will be getting ALL staff input**

**Create the "Shape" You will be the organizer of all the pieces from everyone, think fun things as well!**

**Remember, this shouldn't be a chore.**

**It's a vision.**

**A track to success.**

**Must be resident focused**

**Goal is overall but narrows within depts.**

**First year may feel like practice!**

- 1) First, plant the seed! Tell the managers at a meeting & internal meetings to main staff that something is coming! We want to share the purpose & goals of why the team will be goal setting for the year. And how everyone will participate!**
- 2) Second, send the email! Email out the goal sheet to managers & supervisors to fill out. Give description in email & deadline. Each department will forward goal sheet to their supervisors and professional staff. All other staff will receive the survey for input.**
- 3) Plan a Goal meeting with your managers!**

**Setting the Foundation & Energy**

Name: \_\_\_\_\_

### My Work-Related Goals for 2023

#### Overall:

- 1.
- 2.
- 3.

#### Operational Tasks:

- 1.
- 2.
- 3.
- 4.

#### Things to think about when selecting your goals

- What do you want to change or make better for you and for the lives of our residents & staff?
- What has been consistent on your evaluations?

In-service Needs you feel we need as a department.

How many of your 2022 Goals did you meet? Why do you believe you met these?

And why do you believe you didn't meet some of your goals?

What system do you feel would help you to be more "goal directed" and accountable?

**Managers,  
supervisors  
&  
professional  
staff to fill  
out by email**



## 2020 Staff Input for Department

*Please answer as many questions as possible. Please turn into NAME by this Date*

Name: \_\_\_\_\_ (not required)

If you had to change one thing in this department, what would it be to make something better (policy & procedures)

---

What do you need to be supported in the job that you are not getting? \_\_\_\_\_

---

When you first started this job, what were the hardest things to learn, and what tools did you need to succeed? \_\_\_\_\_

---

What are the two biggest challenges you have on the job?

---

What activities are the hardest to do with the residents & why? \_\_\_\_\_

---

I feel like I need more training in this area:

---

My favorite things about this job:

---

What forms, documents, and procedures do you really like?

---

**Rest of staff  
fill out**

**Do Annually  
Preparing for  
the following  
year**

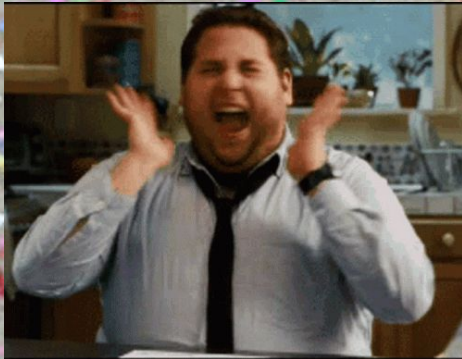
**4) Before meeting, Review all goal sheets. Add your goals/focus. Plan meeting with everyone coming.**

**Make sure: you have fun, teambuilding, food, decorations at your meeting or  
Treat them to lunch while you work on goals.**

**Fun idea: In my Resident Focused Era or I'm in my Goal Era - Taylor Swift  
Theme**

**5) At meeting! Start with the why! What will they get out of it! How this will help your residents! Be resident focused! Keeps everyone on track! Moving toward one goal! Like a football team! (like the KC chiefs)**

**Inspire Your Managers**



# WAYS TO GET MANAGERS EXCITED



# MEMORIES

- 01 Young at Heart (we focused on gardening, animals, children)**
- 02 We've Planted the Seeds, Now Let's Help Them Grow (flower)**
- 03 Renewing the Twinkle (Star)**
- 04 *LOVE/ Blessing of Family***
- 05 *Gettin Down to the Basics***
- 06 *Let's Inspire!***
- 07 *Journey Through our Lives***
- 08 *Live, Laugh & Love our Residents***
- 09 *The Journey of a Lifetime***
- 10 *Our Pursuit of a Sunbeam***
- 11 *Ignite our Residents Spirit***

# Motivating the Managers & Supervisors





# Managers & Supervisors Responsibilities



# Tips

**Organized!**

**Dates in datebook for entire year**

**Plan ahead event ideas & put in calendar**

**Put in calendar - dates/times to meet with staff on goals & also to look at yours**

**Use some of the planning/goals & use for other things like if you are fixing something that is not working well, that can be a QA**

**Put the way to reach goals into your calendar**

**Ways to Keep All the  
Rest of the Staff Goal  
directed & motivated  
throughout the year**



**WAYS TO KEEP THE THEME/GOAL OR PARTY! ALIVE ALL YEAR LONG!**



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⊥



**Sharing!**

# **Thank you!**

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