

MAKE SUCCESS MEASURABLE!

A Mindbook-Workbook for Setting Goals and Taking Action

DOUGLAS K. SMITH

coauthor of THE WISDOM OF TEAMS

Facts On File, Inc.

Make Success Measurable! Douglas K. Smith, 1999-03-12 Performance begins with focusing on outcomes instead of activities In my experience most people in most organizations most of the time do the reverse They concentrate their efforts on the pursuit of activities instead of outcomes As a result they rarely set or achieve performance results that matter Today s performance challenges demand outcomes both financial and nonfinancial that must simultaneously benefit customers shareholders employees and management Therein lies a cycle of sustainable performance that functions as a framework to ensure your organization s goals are set met and balanced for today s business world Make Success Measurable enables you to avoid activity based goals that can go on indefinitely and articulate aggressive outcome based goals that are specific measurable achievable relevant and time bound This is a how to book emphasizing outcomes as opposed to actions in setting goals You ll learn how to Set goals that matter to customers shareholders and funders Set nonfinancial as well as financial goals and link them together Understand and use outcome based goals that support success while avoiding activity based goals that produce failure Select and use management disciplines needed to achieve your goals Smith provides the what s and why s behind today s performance challenges and shows how to convert them into measurable concrete achievements Using an innovative approach Smith divides each chapter into an explanatory Mindbook section and a practice Workbook section The Mindbook sections provide descriptions and explain key concepts frameworks tools and techniques They seek to build your intellectual understanding of how to set and achieve the performance goals that matter The Workbook sections include detailed examples and exercises that you and your colleagues can use to practice the concepts tools and techniques put forth in the Mindbook section Workbook exercises allow you to convert understanding into action and action into results Doug Smith s work on performance and measurement has been an invaluable management resource for us We believe that if you can t measure it you can t improve it Thanks to Doug we can focus on the right measures to drive performance against today s many new and different challenges throughout our enterprise Leon Gorman President L L Bean Inc Make Success Measurable is a practical and powerful step by step guide to setting and achieving the goals we all need to accomplish in a constantly changing and challenging world Charles Dolan Chairman Cablevision Systems Corporation No one writes as clearly about today s key management issues as Doug Smith Whether you re in a small eCommerce startup or a large already established organization the frameworks tools techniques and exercises contained in this book are the only things you ll need to manage the performance that matters to your customers your people and your shareholders Steve Goldstein CEO eChores and former CEO American Express Bank Achieving results that matter to donors and clients is the true measure of success for any nonprofit organization This book provides a thoughtful and extremely practical guide for setting goals and effectively meeting them It is an absolutely indispensable tool for leaders and a model for good management Jenna Dorn President National Museum of Health Goal Setting ,2001-02 **Professional Ethics and Etiquette** Facts On File,

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