Leader Objectives

Process:
1) The link below will take you to a description of our process and the forms for recording your objectives.
   https://department.flemingcollege.ca/hr/employee-groups/administrative-employees/performance-management-for-administrative-employees/

2) As always, the College provides some latitude to complete objectives during the summer. With that in mind, written objectives are due to your Supervisor by **Friday, September 30th, 2017**.

3) As the process indicates, our Leader objectives are a specific means to work toward priorities in our Strategic Plan and Business Plan. As part of this, we ask that you set two "People objectives" (Leadership & Managerial) and three to five Operational objectives. This year ELT asks that you focus one of your objectives on innovation. This could be a Leadership Objective if that is appropriate to your role, or you may decide that innovation is more suited to one of your Operational Objective. Innovation is embedded in our Organizational Competencies and the chart below provides further definition of the actions that demonstrate innovation. Your innovation goal should be specific to your work – for example - "My innovation goal is to explore new possibilities for ……" OR "I will challenge conventional thinking to facilitate innovative decision-making by …."

4) Remember that objectives should be: **specific** (what you intend to do), **measurable** (set milestones that will track progress and define success), **attainable** (with some stretch targets), **relevant** (aligned with the Business Plan), **time-specific** (milestone dates).

Core Competencies		
LEARN	BELONG	BECOME
Commits to Continuous Improvement & Results · Pursues **professional learning**, personal growth and supports the development of others · Engages in the **assessment of outcomes** and **seeks feedback** to **support continuous improvement** · Drives to **achieve deliverables** and reach **successful, sustainable outcomes** which align with College priorities	**Builds Relationships & Integrated Solutions** · **Works collaboratively** and builds **inclusive relationships** to produce integrated solutions across the college · Builds **strong, respectful relationships** that contribute to workplace accountability and integrity · **Balances** student, organizational and individual priorities to support a healthy College environment	**Uses Creative Solutions to Drive Innovation** · **Takes responsible risks** and has the courage to challenge conventional thinking to facilitate **innovative decision-making** · **Explores new possibilities** for solving complex problems, finding creative solutions and implementing more **sustainable ways** to work and live · **Uses technology** to develop new approaches to meet the evolving needs of students, staff and stakeholders