

So what is the plan for 2010?

As Genesis finishes our first full year in business we have been blessed with solid growth and the wonderful ability to actually make a living, helping others be better..... If you want to grow personally and professionally in 2010 you need some type of plan. For those that know me personally you know I am a GOAL setting freak! I am so for only one reason, GOALS WORK. Below you will find a very simple approach to turning your "thoughts and hopes" in to actual RESULTS!!!!!!



John Gregory Vincent

New Years resolutions last a week.....

Yup, that is the statistic. Approximately 90% of new years resolutions have been abandoned within a WEEK!!! There is a good reason for this. In addition to the fact many are "committed to" at 2 AM when the "Author" is blowing a point .2 or better, the more scientific reason is they are not based on any real desired outcome. Goals not based on specific results are a

complete waste of time. So step one of meaningful goal setting is to do what Stephen Covey suggests in Habit 2 of the 7 Habits..... START WITH THE END IN MIND. Where do you want to be on 31 December 2010? Financially, health wise, career wise whatever. SPECIFICALLY where do you want to be. Start there. Remember these are your goals not your companies, not your spouses, or children. GOALS can be extremely helpful within teams and organizations but we are talking YOU here. I recommend you limit your GOALS to no more than 3 or 4 RESULTS for the year. More than this and they will get watered down. I also recommend you do not have one set of GOALS for "personal" and one set for "professional" Generation Y has this one figured out. You only have ONE LIFE so only have one set of GOALS.

So now that you have SPECIFIC RESULTS you are committed to achieving in 2010 you need to write GOALS to get you there. These are the action steps required to get to the results. You need to write these with three phases in mind.

- 1-Where am I going to be on 31 December (these are those 2010 results)?
- 2-So where do I need to be in 3 months to ensure I achieve the RESULTS by on 31 Dec. ?
- 3-What do I need to do on a weekly basis to ensure I hit my 3 month GOALS?

These are you long term, mid term and short term GOALS and yes the mid term and short term are constantly changing as the year progresses.

Now you are building the GOALS. Remember if the action does not SPECIFICALLY support the achievement of one of your 3 or 4 long term GOALS then do not include it. The beauty of this is this will give you great FOCUS throughout the year. You will spend more time on what is IMPORTANT (achieving your GOALS) and less time on crap that doesn't matter!!!! AS you build your calendar for next week or your task list or whatever system you use the FIRST things you get done are things related to achieving your GOALS. Everything else, EVERYTHING else takes a back seat, if it has a seat at all!!!

Here are the 5 pieces of effective GOAL writing:

S pecific— Increase my income by 10% over 2009 is specific. Lose a few pounds is NOT

M easurable— Run a sub 30 minute 5K is measurable. Establish world class service is NOT

A ccepted— "thinking about these GOALS is a waste. Writing them down, sharing them with friends and family and reading them EVERY DAY is accepted

R easonable— Getting promoted to office manager is reasonable, winning Powerball is NOT

T imeline— Losing 10 pounds next year is specific and measurable and you work daily to accept it and it can even be reasonable but if you wait till next 31 December 2010 to step in a scale.... Timeline includes milestones (this is why you have short, mid and long term GOALS built)

That is it!!! With small modifications you can use this for your team at work, your entire company etc. Just remember if you build GOALS for your organization you better include those who are actually going to do the work in both the RESULTS phase and the building of the GOALS phase. Simply hand out 2010 GOALS to your team in early January and you will have ZERO acceptance making them USELESS!

Need help with this or with other aspects of getting your management team focused, engaged and operating at MAXIMUM PRODUCTIVITY levels? Well just click below. We are Genesis Consulting Group LLC and we ARE, The "cure" for the Common Workplace.

MERRY CHRISTMAS AND HAPPY HOLIDAYS TO ONE AND TO ALL!!!!

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Want to speak directly to John? Email inquiry@johngvincent.com or call him at 843-627-4587. Find John on [linkedin](#) or follow him on [twitter](#)

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Newsletter Spotlight

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