

The Mid-Year Line of Sight Check

Are we working hard on the right things? A team check-in for the second half of the year.

Your team has been working hard for seven months. This check-in asks whether that work still points at the goals, level by level: corporate, department, personal, and the measurements that connect them. When MIT and London Business School surveyed 11,000 senior managers, two out of three could not name their organization's top three priorities. Priorities shift. The business moves fast. A conversation can close the gap. Research: Sull & Homkes, Harvard Business Review, 2015.

Corporate goals START AT THE TOP

- 1 Have the business's objectives changed substantially since January, in a way that might impact your goals or the team's? If so, have individual goals been reconciled to reflect it?

Department goals THE MIDDLE OF THE CASCADE

- 2 Have the department goals changed since we wrote them in January? If so, what do they look like now?

- 3 What is the team working hard on that no longer serves the organization?

- 4 Which projects or objectives do we need help with?

- 5 What are we proud of so far this year? What are we concerned about?

Personal goals WHERE THE CASCADE LANDS

- 6 Which of your personal goals still cascades up to a department goal? Are any of them orphans now?

- 7 What have you gotten good at this year that your goals don't reflect?

- 8 What would make December feel like a win for you?

- 9 What do you need help with to get your goals across the finish line?

- 10 Who on the team has helped you this year that you'd like to acknowledge?

Measurements WHAT THE NUMBERS SAY

- 11 Are there measurements you're having trouble getting?

- 12 If you could add one measurement or goal for the second half of the year, what would it be?

The energy check CLOSE HERE

- 13 Is the pace you're working at now one you can sustain for the rest of the year? If not, what can we take off your list?

Bring this into the room.

I use tools like this one in my leadership sessions and keynotes. If your conference or offsite could use a plain-spoken session built for the human in all of us, find me at heatherlambertspeaker.com. Want the fillable version? Message me on LinkedIn.