

THE 100

Building Blocks for
Business Leadership

D12

Key Results Area Learning
Goal Example

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How to Use this Download

- Everyone in the organization should have annual learning goal
- At Intertech, the manager and employee work together to determine a course to attend, certification to complete, or self-guided project to accomplish
- The goal may be driven based on the individual or the organization. For example, if a salesperson is having trouble maintaining solid margins, a course on negotiating would be a fit (this is an example of a goal tied to the individual). If the firm has a goal to grow in some area, for example at Intertech we're expanding our Internet of Things (IoT) practice, we'd be encouraging our technical consultants to take IoT related-training (this is an example of a goal tied to the organization).

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Key Results Area: Software Developer Training

Write the condition(s) that must exist when that Key Result Area is being satisfied by your efforts. Be sure condition(s) you describe is (are) specific, measurable, attainable, results oriented, and time phased.

Duties/Activities

What are the activities that I must do to accomplish the Key Result Areas?

- Find a date on <http://www.Intertech.com> that fits with the client schedule and get approval
- Enroll in the course
- Pre-read the first 3 chapters of course related book to get up to speed before class

Performance Standards

My job in this Key Result Area will have been satisfactorily completed when:

I have taken the iOS developer course by 6/30 and satisfactorily completed all the course modules

Skills/Knowledge

What must I know, or know how to do, in order to reach these results?

I will check <http://www.Intertech.com> and enroll when it fits my schedule

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