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A New Year —

A New Leadership Opportunity!

There is something special about the New Year; it’s a fresh start, and an opportunity to re-set our goals and personal aspirations. Then why do so many “New Years’ Resolutions Fail?” Too often, we don’t write the goal down, we don’t have someone who can partner with us to achieve the goal or we set an unrealistic goal – one that is just not attainable in the short-term.

Studies show it takes about three weeks to start forming a new habit and six to eight weeks for that habit to become routine. Behavioral science also tells us the power of writing down our goals. The act of recording our goals creates a stronger commitment to seeing them through. It’s a pledge to oneself!

**Leadership Resolution:** The same rules for self-governance holds for how we lead our teams. Gather your team to set a ***“Team Resolution”*** for positive change and commitment to performance goals.

**Five Tips for Setting Team Resolution Goals**

**1) “Own it!”** First, ask your team for their ideas. Set goals that matter to your team’s performance and how you work together as a team. These goals will become a *rallying cry* for team commitment. Hold yourself and your team fully accountable to its success.

**2) “Less is More”** Do not set too many goals. Set 1-3 team resolutions.   
In fact, some teams set a single goal, and stay focused on just that objective.

**3) “Be specific”** Vagueness will dilute your focus. Make your resolutions specific and attainable yet with a stretch. What specifically will your team do differently, and how will they work together to accomplish each goal? Goals are more attainable if you keep them short-term, that is, by the end of Q1 or Q2.

**4) “Power of the Pen”** The simple act of recording your goal in writing increases the likelihood your team will accomplish your goal. Keep the written goal visible to your team, somewhere easy for the team to review it each day.

**5) “Communicate”** Let your team know how they are doing. Praise movement forward and coach when necessary. Barriers will arise – so anticipate rough spots. Keep each person informed of his or her contribution to achieving your team’s resolution. Keep commitment and energy high. When your team achieves its goals, *Celebrate Team Success!*

***Bring your team together, listen to their ideas and set a Team Resolution!***