

GOAL SETTING & PLANNING

with Pastor Mike Kai

L.A.U.N.C.H

- **LEARN** all you can before and, as you go.
- **ASK** ... ask questions, because from it you'll find SOLUTIONS.
- **UTILIZE TOOLS OF THE BEST.**
- **NEGOTIABLES**... and non-negotiables.
What to cut out, what to keep.
- **COLLABORATE** with people that track with you.
- **HUSTLE** Make the most of what you have.

*If you fail to plan, plan to fail.
You've got to have a plan of action.*

HOW TO LAUNCH WELL:

1. Do I have capacity?

- If the answer is no, here are 4 options:
 - Take something else off your plate
 - Move some things around
 - Delegate
 - Consider tabling it for the next quarter

2. Set a Date

- You just have to do it
- "if you wait for perfect conditions, you'll never get anything done." Ecclesiastes 11:4 MSG

**PLANS GO WRONG
FOR LACK OF
ADVICE; MANY
ADVISERS BRING
SUCCESS.**

PROVERBS 15:22 NLT

**GOOD PLANNING
AND HARD WORK
LEAD TO
PROSPERITY.**

PROVERBS 21:5 NLT

3. Create a timeline.

- Focus on a Quarter
- Focus on the Month
- Focus on the Weeks

4. Break it Down into Daily Tasks

- Each week you'll have about 8 to 10 things that have to be done before you launch
- Break it down to one or two items per day

Your Language Communicates your Culture *with Pastor Obed Martinez*

There are 7,000 Languages worldwide meaning there are 7,000 behaviors that shape culture daily. We often teach skill sets rather than language its why we produce great results with toxic cultures.

Your VOICE Should Be Their ECHO:

- Performance Management — Language either builds or tears down performance
- Hiring & Onboarding — Language reinforces the existing culture with sound clarity & clear expectations
- Disciplining Employees — Language disciplines them to either get better or bitter
- Motivational Leadership — Language inspires so they aspire not expire

“Your Culture should always amplify your values and clarify your vision”

5 WAYS SENIOR LEADERS ARE SHAPING ORGANIZATIONAL CULTURE EVERY DAY

1. Sense the culture. Walk around with a mental video-recorder and observe the current culture.

2. Contribute to the conversation about culture.

Do your part to contribute to the conversation about what the company’s culture is, and what it should be.

Ask: What elements of our current culture are helping us, and what elements are actually hindering us?

“LANGUAGE
FORMS
BEHAVIORS
THAT SHAPE
A CULTUE.”

– OBED MARTINEZ

3. Model the desired culture in your own behavior and actions. Start by showing the desired culture in big and small ways. What you say is important, but what you do matters more.

4. Dampen the elements of the culture that hinder growth. A powerful way to reduce unwanted cultural elements is to ignore them and not dignify them with attention. If that doesn't do the trick, don't be afraid to call out problematic behaviors or actively and openly oppose them.

5. Strengthen the elements of the culture that promote growth. "When Growth becomes the Language, Growth becomes the Culture" Thoughtful Thursdays / Fresh Fridays

**“IF THEY DON’T
FEEL LIKE IT’S
THERE, THEY
WON’T LEAD
IT, THEY’LL JUST
GET FED BY IT.”**

– OBED MARTINEZ