

Building shared goals

What is it?

Building shared goals is an activity to find out which goals people already have for the work they do together, as a starting point for building shared goals. There is no need to converge on a single shared goal. All organizations need to meet multiple diverse goals in order to be successful. Rather the hope is that people can agree upon a set of goals that they can share and support each other in achieving.

What is it used for/ Purpose?

Building shared goals is a relational intervention that is used to:

- Identify which goals are already shared and which goals are distinct
- Come to agreement about which goals we can share and support each other in achieving, even those that are not in our primary area of responsibility

Relational intervention to build shared goals

- Sit around a table or online with all roles in the work process
- Each person writes down top three goals they have for the work, on sticky notes (real or virtual)
- Place in the center, then organize by theme
- Note common themes, note differences
- Any goals that we can all agree on?
- Any different goals that we can support?
- Any competing goals we will need to resolve, and how?