

If you want to try another goal setting framework, below are some templates to consider that are referenced in *Hard Stop*. Not all of the goal frameworks listed in *Hard Stop* have an associated worksheet.

## OKRS WORKSHEET:

### **Objective: [Insert your objective here]**

This should be a clear, concise statement of what you want to achieve. It should be ambitious, motivating, and aligned with broader organizational goals.

### **Key Results:**

#### 1. [Insert first key result here]

- How will you measure progress towards your objective? Be specific and quantifiable.
- What is the target value or outcome you aim to achieve?

#### 2. [Insert second key result here]

- How will you measure progress towards your objective? Be specific and quantifiable.
- What is the target value or outcome you aim to achieve?

#### 3. [Insert third key result here]

- How will you measure progress towards your objective? Be specific and quantifiable.
- What is the target value or outcome you aim to achieve?

### **Action Plan:**

- List specific actions or initiatives you will take to achieve each key result.
- Assign responsibilities and deadlines for each action item.

## **Progress Tracking:**

- Regularly track and update progress towards each key result.
- Review and adjust action plans as needed to stay on track towards achieving your objective.

## **Reflection:**

- At the end of the OKR period, reflect on what worked well and what could be improved.
- Identify lessons learned and insights gained for future OKR setting.

Remember, OKRs should be challenging yet achievable, and they should inspire action and focus on measurable outcomes. Adjust them as necessary based on changing priorities and circumstances. If you want to learn more about OKRs, read *Measure What Matters* by John Doerr.

## **BHAGS (BIG HAIRY AUDACIOUS GOALS):**

### **Big, Hairy, Audacious Goal (BHAG): [Insert your objective here]**

This should be a bold and inspiring long-term goal that stretches your organization or team beyond its current capabilities. It should be clear, compelling, and aligned with your mission and values.

### **Key Results:**

#### 1. [Insert first key result here]

- What major milestone will indicate significant progress towards your BHAG?
- When do you aim to achieve this milestone?

#### 2. [Insert second key result here]

- What major milestone will indicate significant progress towards your BHAG?
- When do you aim to achieve this milestone?

#### 3. [Insert third key result here]

- What major milestone will indicate significant progress towards your BHAG?
- When do you aim to achieve this milestone?

**Action Plan:**

- Outline the specific actions or initiatives required to reach each key milestone.
- Assign responsibilities and deadlines for each action item.

**Resources Needed:**

- Identify the resources, including financial, human, and other necessary resources, required to support the achievement of your BHAG.

**Risk Assessment:**

- Consider potential obstacles, challenges, or risks that may arise in pursuit of your BHAG.
- Develop strategies to mitigate these risks and overcome obstacles.

**Progress Tracking:**

- Regularly monitor and track progress towards each key milestone.
- Review and adjust action plans as needed to stay on track towards achieving your BHAG.

**Reflection:**

- Periodically reflect on progress made towards your BHAG and celebrate milestones achieved.
- Learn from challenges and successes to refine your approach and stay focused on the ultimate goal.

Remember, BHAGs are ambitious, long-term goals that inspire and unite teams. They should be challenging yet achievable with sustained effort and commitment. Adjust your approach as needed to stay aligned with your BHAG and adapt to changing circumstances. If you want to learn more about BHAGs, read *Built to Last: Successful Habits of Visionary Companies* authored by Jim Collins.