

## There's a S.M.A.R.T. way to write management's goals and objectives

George T. Doran

A characteristic of management excellence is a climate in which company officers and managers talk in terms of objectives. However, despite all the literature and seminars dealing with effective objective setting and writing, the fact is that most managers still don't know what objectives are and how they can be written.

From a behavioral point of view, too many of these managers' objectives represent a threat to their position. It is, therefore, the job of top management to communicate to its executives how objectives are set, how objectives are written, and, of course, the meaning of the word objective within the organization. Management must also realize that the writing of objectives represents a new world to many managers.

Although it may be fashionable to debate the differences between goals and objectives in our graduate business schools, from a practical point of view the label doesn't make any difference provided officers/managers agree on the meaning of these words. In some cases,

unique executive beliefs and philosophies. They are usually of a form that is continuous and long-term. For example: (1) Conduct all corporate activities with honesty, integrity, and fairness; and (2) take an active role in community activities and practice good corporate citizenship. Objectives, on the other hand, give quantitative support and expression to management's beliefs. For example: To develop and implement by December 31, 1988, an inventory system that will reduce inventory costs by \$1 million.

find ways to deal with change and allow managers the freedom to reveal themselves as individuals. These twin demands of managing change and satisfying human needs can be accomplished if, and only if, organizations educate their people in the "what" and "how" of writing effective objectives.

It's important to understand the human side of the objective-setting process. It can be a difficult task, it requires scarce time, and to some it is an unpleasant experience that generates much stress. As a result, the majority of U.S. corporations don't really have an effective objective setting/planning process.

Operating managers feel pressure to produce. They are not interested in the

***"The establishment of objectives and the development of their respective action plans are the most critical steps in a company's management process."***

with a cost not to exceed 200 work hours and \$15,000 out-of-pocket initial expenditures. Although on a corporate level some objectives can be long-term, on a

future if they believe they are being evaluated on a short-term basis. Busy producing, they usually don't want to take time to put something on paper that

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