BE A GOAL - ORIENTED LEADER

by:
Arnel O. Larman

Teacher III, Pablo Roman National High School
Pilar, Bataan

Goal setting is a foreign idea to vast numbers of people. So the leader often must move very slowly as he introduces the concept to the people with whom he is involved. People need goals as they also need help reaching them. Often the situation calls for them to set their own goals and a time table to reach them. On occasion as in a classroom situation they have a goal and time table set for them. But in either case, people need goals at a level where they can reach them. Good leadership does what it can to help people set these goals, monitor their progress, and keep moving ahead on time, on track and on target. Maybe you’re asking why so people need goal. There are reasons come immediately to my mind. People need goals to provide direction for their lives. It is impossible for a person to press toward a mark if there is no mark. It is impossible for him to finish his course if there is no finish line. Goals are important to ensure progress. Without them, the people can be like a rocking chairs, with movement but no progress. An absence of goals can endanger the life of the organization. The organization may function in a whirl of activities, committee meetings, ladies circles and the like. But if there is no primary goals toward with the member of an organization are striving, the program may be feverish but going nowhere. Finally the third reason for goal is to accomplish a purpose. He who shut at nothing hits it. If I have no goal, I will never know when I am finished. I can work day and night for weeks, months, year, but without specific goal I will never complete the task. Why? Because there are no task. I have no set up to do anything measurable. Therefore I never get anything measurable done. A goal oriented leader must give specific guidance about specific plans that move toward specific goals.
One of the leader's jobs is to help the member select realistic goals for him and usually this means toning down overambitious goals that would prove too difficult to reach. It is important that the leader help his member to attain some goals, to give him the sense of accomplishment and help him gain momentum. Member need help in determining the leader's goal for them, and then in making goals their goals. The leader must also help his member keep his perspective. He can help the person set reasonable and attainable goals. The leader’s responsibility does not end after he has help his follower set long range in short range goals. He must show their live to put this goal into the action.

References: