

GOALS PLANNING WORKSHEET

Performance Goals for an Administrative Assistant position

WHAT ARE THE KEY AREAS OF RESPONSIBILITY?	WHAT IS THE PROBLEM, PROCESS, PRACTICE, ISSUE, OR ROUTINE WORK TO BE ADDRESSED?	WHAT IS THE DESIRED OUTCOME/RESULT OR STANDARD EXPECTED?	DRAFT – S.M.A.R.T. EXPECTATION (Is the goal Specific, Measurable, Achievable, Realistic, Time-defined?)
Office/Telephone Reception	Maintaining face-to-face service during peak times	Timely response to all telephone inquiries/office visitors.	Create a check-in process by 10/30/2012 that enables next day (or earlier) follow-up with those who cannot wait for immediate service during peak times.
Seminar Scheduling and Coordination	Planning for seminars occurs too late to secure optimal meeting space and prepare advance communications.	Preferred spaces are secured and advance communications completed in time to ensure well-attended (meets 90% of expected attendance) events	Meet with Chair in (month) to plan annual schedule of events and on a quarterly basis to review plans for upcoming seminars beginning with first quarterly review in October 2012.
Administrative Support (expense reports, book orders, purchase orders)	Routine work	All requests processed within 24 hours of receipt and issues resolved to avoid delay in receipt of purchases.	Ensure that expense reports are processed within 24 hours of all expenses submitted. Purchase requisitions will be submitted within 24 hours of receiving complete information enabling the request.
Editorial Assistance (monitor, track & maintain lists of manuscript submissions)	Certain associate editors consistently are behind schedule.	All manuscripts progress through the review process according to established schedule.	Conduct weekly phone/email communication with each associate editor to identify/immediate address issues before they impact the schedule. Begin October 1, 2012.

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RJ Shavelson



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Human capital senior executive performance management can be significantly strengthened to achieve results : report to congressional requesters. ,2004 *The Definitive Executive Assistant & Managerial Handbook* Sue France,2021-11-03 WINNER PA Voice Awards 2015 Best Book for a PA 1st edition With the world of work profoundly disrupted by artificial intelligence machine learning and COVID 19 the role of the executive assistant is changed forever Learn how to respond to these challenges and help create the better normal while developing the leadership skills necessary to thrive in a senior administrative position From bestselling author and expert Sue France *The Definitive Executive Assistant Managerial Handbook* is the ultimate guide to management in the context of an administrative role Placing an emphasis on both personal leadership and practical skills this new edition of the award winning book teaches readers to manage a team develop the emotional intelligence to understand their colleagues negotiate effectively and confidently manage a project Equipped with these tools readers will be ready to steer their teams to organizational success in any situation With new sections on best practice for managing remote workers and building a responsible relationship with new technologies *The Definitive Executive Managerial Handbook* is an indispensable guide for both ambitious PAs aiming for promotion and senior assistants who want to improve their skills *Performance Reviews and Coaching: The Performance Management Collection (5 Books)* Harvard Business Review,Dick Grote,2015-12-22 If you re an executive manager or team leader one of your toughest responsibilities is managing your people s performance This digital collection curated by Harvard Business Review will help you evaluate employee performance provide coaching conduct performance reviews give effective feedback and more it includes Dick Grote s *How to be Good at Performance Appraisals* *Harvard Business Essentials Performance Management* the *HBR Guide to Coaching Employees* and *Giving Effective Feedback* and *Performance Reviews* both from HBR s 20 Minute Manager Series **Performance Management** Richard Luecke,2006 *Performance Management* will help managers use informal performance assessments and feedback as part of their regular interactions with employees Readers will learn to prepare for a formal performance meeting with a direct report document a performance meeting and create a development plan with the employee *HBR Guide to Performance Management (HBR Guide Series)* Harvard Business Review,2017-06-20 Efficiently and effectively assess employees performance Are your employees meeting their goals Is their work improving over time Understanding where your employees are succeeding and falling short is a pivotal part of ensuring you have the right talent to meet organizational objectives In order to work with your people and effectively monitor their progress you need a system in place *The HBR Guide to Performance Management* provides a new multi step cyclical process to help you keep track of your employees work identify where they need to improve and ensure they re growing with the organization You ll learn to Set clear employee goals that align with company objectives Monitor progress and check in regularly Close performance gaps Understand when to use performance analytics Create opportunities for growth tailored to

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Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2001 United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 2000

The U.S. Department of Veterans Affairs Information Technology Reorganization United States. Congress. House. Committee on Veterans' Affairs, 2008

Performance Management T. V. Rao, Nandini Chawla, 2024-03-14 This book attempts to shift focus from performance appraisals to performance management incorporating performance planning analysis and development as critical components of it The performance management system PMS is a future driven exercise rather than merely a past reviewing exercise Performance management is treated as a year round practice and not an appraisal process conducted once a quarter or annually Moreover it is now considered to be everyone s responsibility and not merely that of HR or the upper management This book advocates the structuring of PMSs and their implementation It incorporates the most modern 360 degree feedback systems and shows the ways and means of integrating it into PMS Arguments are offered to use rating less appraisals and or a combination of appraisals with 360 degree feedback It defines performance management to mean continuous improvements in performance of individuals their teams departments and corporations It also outlines that planning analysis review coaching and capability building are essential building blocks for good performance management Concise lucid and engaging this volume would be useful to the students researchers and faculty of human resource management organizational behaviour and applied psychology It would also be an invaluable guidebook for practicing business executives and HR professionals to help them implement the performance management system for effective talent

management leading to increased productivity *Nomination of Robert L. Mallet, to be Deputy Secretary of Commerce, and W. Scott Gould, to be Assistant Secretary and Chief Financial Officer, Department of Commerce* United States. Congress.

Senate. Committee on Commerce, Science, and Transportation,2000

Improving Federal Program Management Using Performance Information United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Federal Financial Management, Government Information, Federal Services, and International Security,2009

Departments of Labor, Health and Human Services, Education, and Related Agencies

Appropriations for 2001: Department of Education United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies,2000

Administration of the Labor-management Relations Act by the NLRB United States. Congress. House. Committee on Education and Labor. Subcommittee on National Labor Relations Board,1961 Achieving Success for New and Aspiring Superintendents

Mary Frances Callan,William Levinson,2011 The authors of this book wrote it for those aspiring to be superintendents those new to the position and those completing their second or third year and who are looking to the future What makes their approach unique is the belief that talented people who aspire to be superintendents are far more likely to accomplish that goal and achieve success on the job if they understand the totality of the position School districts are complex organizations Providing effective leadership to these organizations requires mastery of a wide array of leadership and organizational skills Aspiring superintendents with vision and motivation who understand the inherent challenges of the position have a great advantage over those who do not The book s goal is to provide readers with this advantage This is why the book covers the full cycle of the first superintendent position preparation application and transition the challenges of the first few years and the decision to stay or move to another position Aspiring and new superintendents who read the book will learn about the full range of skills and knowledge needed to succeed They will be better prepared to be effective superintendents

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agreements : report to the Honorable Dan Burton, Chairman, Committee on Government Reform, House of

Representatives , Agricultural programs, Secretary of Agriculture United States. Congress. House. Committee on Appropriations. Subcommittee on Agriculture, Rural Development, Food and Drug Administration, and Related Agencies,1997

Performance Management Herman Aguinis,2024-01-08 Formerly published by Chicago Business Press now published by Sage Performance Management Fifth Edition covers the design and implementation of effective and successful performance management systems the key tools that can be used to transform employee talent and motivation into a strategic business advantage Author Herman Aguinis focuses on research based findings and up to date applications that consider the changing nature of work and organizations

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Analytical Perspectives, Budget of the United States Government ,2012 **Annual Report of the Secretary of Labor**
United States. Department of Labor,2003

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