Overview

Goal Management System (GMS 720)

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SUMMARY

GMS 720 is a computer program for the Assessment and Analysis of *Telic Data* (that is, data concerning personal Goals, and Plans and Actions) in the context of Human Resource Management and Consultancy.

GMS 720 enables the HR Manager or Consultant to evaluate:

- the extent to which a person's short term Actions are *meaningfully related* to his or her long term Goals, and

- the extent to which the changes in a person's Goals, Plans and Actions over time reflect a *coherent and consistent process* of personal development.

Both of these measures are important indicators of a person's *Telic Coherence* – that is, his or her ability to choose a coherent set of Goals, and to pursue, achieve and maintain those Goals by means of an efficient and effective programme of Plans and Actions.

As far as is known, no other HR software product offers tools for the assessment and analysis of Telic Coherence.

The GMS 720 program runs on the Microsoft Windows operating system (Windows 98, Windows NT Workstation version 4.0, Windows 2000, Windows ME and Windows XP) and uses the Microsoft .NET Framework.

Scope

GMS 720 is intended for use within the field of Human Resource Management, Consultancy, Development and Training, although it is possible that there will also be applications within other areas (e.g. Careers Advice, Counselling, Psychotherapy, 'Life Coaching', and General Management).

Strategic Planning, Operational Planning, Scheduling and Project Management are ***not*** part of the scope of GMS 720.

Objectives

The principal Objectives of the GMS 720 system are:

For the HR Consultant or HR Manager

- Measuring and analysing an employees *Telic Coherence* (see above), by analysing his or her Goals, Plans and Actions, both *statically* (in terms of *structures*) and *dynamically* (in terms of *changes*);

- Facilitating the employees development of new Goals, Plans and Actions which are more *coherent* (that is, efficient) and *powerful* (that is, effective) in themselves, as well as more congruent with the Goals, Plans and Actions of the Subject's co-workers.

For the Employee

- Enhancing the employees awareness of the *structure* of his or her own Goals, Plans and Actions;

- Enhancing the employees awareness of the *changes* in his or her own Goals and Plans over time;

- Enhancing the *Coherence* (efficiency) and *Power* (effectiveness) of the Subject's handling of his or her Goals, Plans and Actions.

- Enhancing the employees awareness of the Goals, Plans and Actions of *relevant others* (colleagues, managers, subordinates and partners)

Components of the System

The GMS 720 system consists of distinct modules: the *Questionnaires*, the *Goal Review Module*, and the *Analysis Reports*.

The Questionnaires

The Initial Assessment Questionnaire

This Questionnaire elicits the following information about the Subject's Goals and Actions:

- **Goals** (those *to be achieved*, and those *already achieved*) within a Long Term Time Frame (for example 3-10 years);
- **Actions** (those *recently completed*, and those *to be completed*) within a Short Term Time Frame (for example, 12 weeks);
- The means-end relationships (**Plans**) between the short term Actions and the long term Goals;
- The **Importance** of the Goals for the Subject;
- The **Cost** of the Actions for the Subject.

The Follow Up Assessment Questionnaire

Each Follow-up Assessment will ideally take place when the Subject reaches the end of the Short Term Time Frame for the previous Assessment (either the Initial Assessment, or a previous Follow Up Assessment).

The system will present the data gathered in the previous Assessment and elicit the following new data from the Subject:

- **Goals** which have been **achieved** since the previous Assessment;
- **Goals** which have **failed** since the previous Assessment;
- **Goals** which the Subject has **abandoned** since the previous Assessment;
- **Actions** which have been **completed** since the previous Assessment;
- **New Goals** which the Subject wishes to declare;
- **New Actions** which the Subject intends to complete in the next Short Term Time Frame;
- **New Plans** linking the new Actions to new or existing Goals.

The Goal Review Module

The Goal Review Module allows an Assessor to examine, and to comment upon, the Goals and Actions declared by the Subject.

The Goal Review presents a 'Wizard' sequence, focusing upon:

1. The Subject's Goals, and their links (if any) to Actions
2. The Subject's Actions, and their links (if any) to Goals
3. Any Goals which are unsupported by Actions, and any Actions which are unrelated to Goals

4. The Assessor's Comments upon the Subject's Goals and Actions

Various *Metrics* (for example, the proportion of Goals which are not supported by Actions) are presented alongside the text of the Goals and Actions.

The Analysis Reports

The *Static Analysis Reports* and *Dynamic Analysis Reports* focus upon various Metrics derived from the structure of the Subject's Goals, Plans and Actions.

The Reports present their information in the form of both text and graphics (Pie Charts).

The Static Analysis Reports:

The Static Analysis Reports present the following Metrics, derived from the analysis of a single Assessment:

- The Proportion of **Goals which have been achieved**
- The Proportion of **Goals which are supported by Actions**
- The Proportion of **Actions which support Goals**

The Dynamic Analysis Reports

The Dynamic Analysis Reports present the following Metrics, derived from the comparison of two Assessments (for example, an Initial Assessment plus a Follow Up Assessment:

- The Proportion of **New Goals** which have been declared since the earlier of the two Assessments;
- The Proportion of **Goals which have been abandoned** since the earlier Assessment;
- The Proportion of **Goals which have been achieved** since the earlier Assessment;
- The Proportion of **Goals which have failed** since the earlier Assessment;
- The Proportion of **Actions which have been completed** since the earlier Assessment.