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Two gears in the Huesch Leadership-System: Scalability & Superior Goal Setting

3 min read

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I tend to mention large-scale projects more often, but #leadership does not require grandeur — as Dr. Bedi suggested, it starts with one person.

With the Mission Critical Leadership Performance System, small businesses can benefit from the same leverages and practices as impressive top executive or world-famous politicians.

The reason why it can be easily adapted to different ranges and cultures is that this System is built around a very basic, universal idea — “Uplift others”. With this as the focus, we align the methods, so that all future #leaders can enjoy the unimagined growth!

Ready to give your small business a big push? Or feeling curious about the Leadership System? Send me a message!

Oh, by the way, the rings you see in the picture are used to explain superior goal setting. I have these special rings now for 20 years. They are old and worn out, but very precious to me, as I got it as a gift after learning 7 years from the genius Dr. Bradford Spencer, partner of the founding father of

Human Motivation Prof. Dr. McClelland, heading the Harvard University, Psychological Department.

A significant and major mistake is already made by managers through their goal setting. We need to look beyond SMART. The most difficult letter in the SMART goal setting is the R for realistic: We tend to overestimate abilities, captured by the wrong notion that you must aim high. Sidenote: This is only true for Visions, as they never should be achieved, by definition, E.g.: NASA-Mission: Discover Space (not: Landing on Moon or Mars, these are only missions towards the Vision.)

Corporate Manager and Politicians tend to set goals not Realistic AND Challenging, but More Challenging THAN Realistic. They do not ask, nor consider that the daily complexity itself distracts and that all involved are already behind everything. So even a slightly too ambitious goal is doomed to fail. And now you must tell your team every quarter: “You missed it. You missed it.” Depends on your level of the organization you create an epidemic “You failed” message throughout a whole organization - every quarter!

How do you think people go home with that?

Humble thought: For new important project: Work against your nature: Set the goal just a bit lower than you think is feasible. Make it More Realistic THAN Challenging. And the day-to-day challenges will move this goal automatically to Challenging AND Realistic. That is where you want to be. Make your leadership live easier.

I forgot: The Letter that is missing in SMART-Goal setting is C for Clarity. But about this another time: SMART’C

Yours gratefully
Gerald



“My goal is to provide you the most powerful and proven solutions for complex transformations and others challenges you face as a leader - in such a way, so you can use it immediately, with immediate tangible benefits

- for you, your team and your organization. Towards the world's strongest transformation and leadership system at your hand “

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