

A different way to set goals for high performance



with Executive Coach Kat Hutchings



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This session is ideal for experienced leaders who:

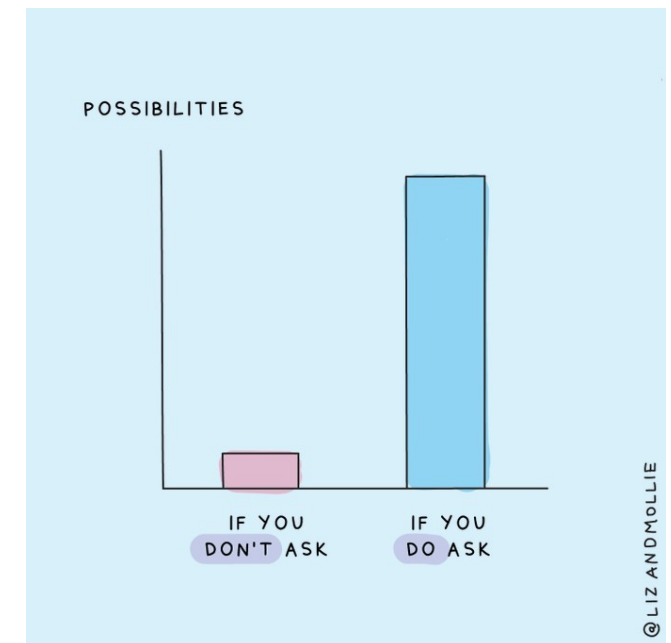
- **Are aiming to stretch their team from good to excellent performance this year**
- **Have noticed particularly talented individuals in their team who could create even more impact**
- **Need to motivate people through what looks like a challenging year ahead either due to the macro environment or changes within the firm**
- **Want to create a culture of collaboration**
- **Encourage diversity of thought and creativity to improve client experience**
- **Want to have the language and articulation to discuss high performance leadership strategies during interviews for a new role**
- **Want to apply stretch thinking to their own career goals.**

How we typically think about setting goals

- A process that's completed annually – once and done
- We can probably tweak the goals we used last year
- Goals are cascaded down from above
- Everyone in the team/ division has the same goals
- We aim to make them SMART

But this can lead to:

- Average results
- Disengagement from high performers and low performers
- Inequity hidden behind fairness
- Incentivising the wrong behaviour



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Old thinking – what's the path to get from A to B?



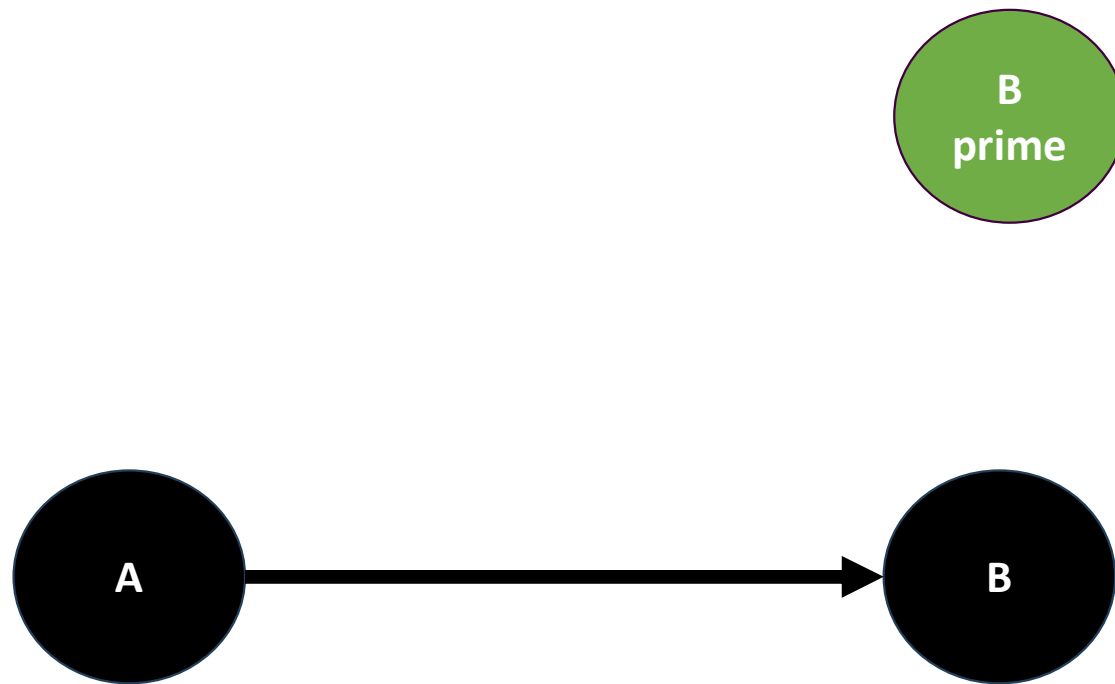
Based on the work of Robert Ellis at Futurocity

Two elusive components!



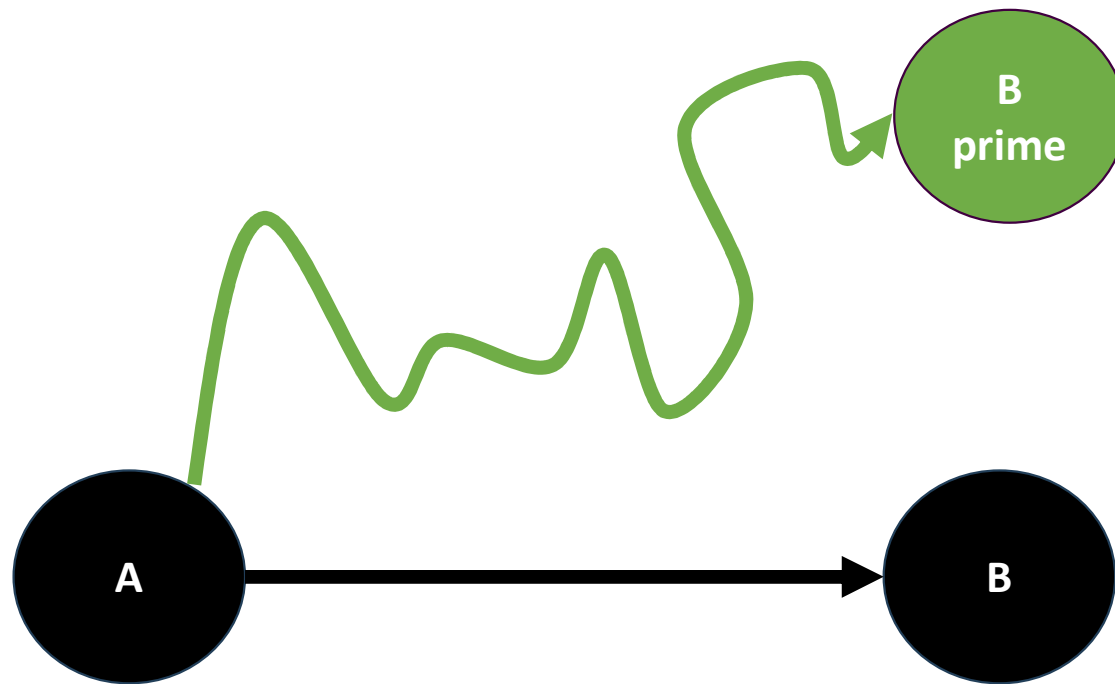
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But what if you're doing something trailblazing?



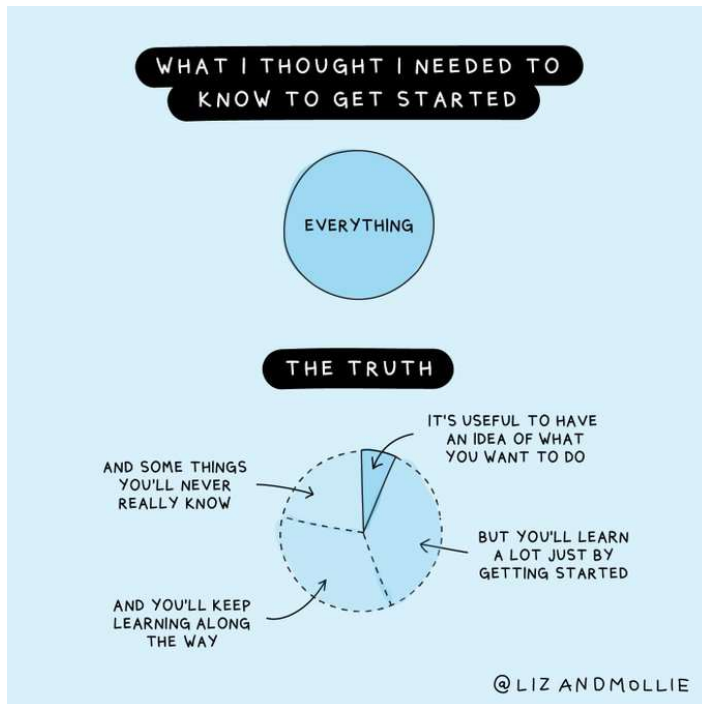
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How we navigate somewhere unknown

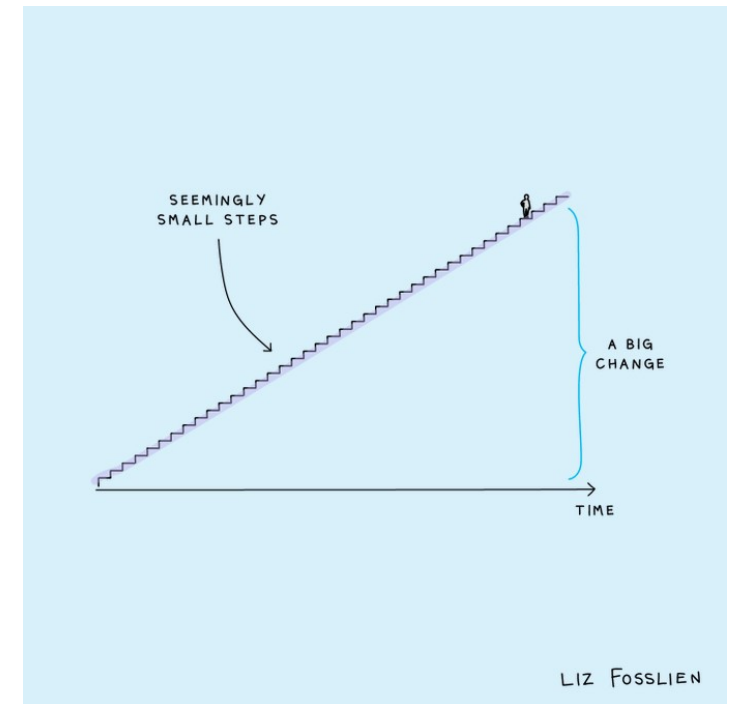


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How can I implement this approach here?



1. How could this work?
2. The biggest, smallest thing
3. Act like an owner
4. Control & influence



Coaching at high stakes leadership moments

Kat Hutchings is an Executive Coach & Behaviour Change Expert working with experienced senior leaders at high stakes moments to trust themselves, make bold decisions and create transformational change.

She uses coaching, neuroscience and consulting strategies to help individuals excel in leadership roles.

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