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COURSE BROCHURE

# Team Goal Hierarchies and Decision Criteria Training Course

7 – 11 November 2027
Abu Dhabi

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# Team Goal Hierarchies and Decision Criteria Training Course

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Team Goal Hierarchies and Decision Criteria is a 1-week training course for team leaders and line managers who translate organisational targets into team commitments, producing a team goal ladder and decision charter. Teams now face shifting priorities, tighter resources and more cross-functional dependencies, so leaders who link every task to a higher goal and decide against stated criteria waste less effort. Jupiter Prime Training runs this course on team goal hierarchies and decision criteria.

## Why Team Goal Hierarchies and Decision Criteria Matter Now

Three pressures shape team direction today: faster cascading of objectives from strategy offices, employees who want to see how tasks connect to a purpose, and cross-functional work where teams compete for the same people. A team with a clear ladder spots conflicts early; a team without one drifts, duplicates effort and reopens choices already settled by its sponsors. The course draws on the Balanced Scorecard approach to linking objectives, measures, targets and initiatives, applied at team rather than enterprise level.

## Who Gains Most from Team Goal Hierarchies and Decision Criteria

- Leaders responsible for converting departmental targets into team-level commitments
- Supervisors who sequence weekly work across shifts, sites or client accounts
- Project and unit coordinators who arbitrate between competing requests for capacity
- Section heads who report progress upward and must explain trade-offs they made
- Newly promoted managers who now own targets rather than individual tasks

A department leadership group gains most when several members attend together and leave with shared choice rules.

## Team Goal Hierarchies and Decision Criteria Capabilities

Participants move from receiving targets to structuring them and choosing against visible criteria.

- Design a goal ladder from team purpose to weekly task — line of sight for the manager above
- Specify outcome, driver and activity goals with measures — progress conversations with team members
- Build action plans with owners, milestones and dependencies — capacity commitments to neighbouring teams
- Weigh competing requests using a scored priority matrix — what the team stops doing
- Apply weighted decision criteria and thresholds — choices that sponsors can audit later
- Test plans through structured review cycles — whether to persist, adjust or retire a goal

## Key Team Goal Hierarchies and Decision Criteria Terms

- Goal hierarchy — a layered structure linking a team purpose to outcome goals, driver goals and the activities that serve them.
- Line of sight — the traceable link showing how one task contributes to a higher team or organisational goal.
- Driver goal — an intermediate goal the team controls directly that moves a larger outcome goal.
- Decision criteria — the stated factors, with weights, a team uses to compare options before choosing between them.
- Must-have threshold — a minimum condition an option has to meet before it is scored against other criteria.
- Review cadence — the agreed rhythm at which goals, plans and earlier choices are checked and revised.

## Team Goal Hierarchies and Decision Criteria Day by Day

### Day 1: Reading the Targets Above the Team

- Organisational Objective Mapping — What the Team Is Accountable For
- Stakeholder Expectation Grid — Whose Priorities Shape the Team Agenda
- Balanced Scorecard Perspectives at Team Level — Which Results Deserve Attention
- Capacity and Constraint Inventory — Realistic Scope for the Coming Quarter
- Current Commitment Audit — Activity to Keep, Merge or Stop

### Day 2: Building the Goal Ladder

- Purpose Statement Drafting — The Anchor for Every Lower Goal
- Outcome Versus Driver Goal Separation — Where the Team Exerts Control
- Measure and Target Pairing — How Progress Will Be Judged
- Goal Conflict Detection — Trade-offs Between Speed, Cost and Quality
- Line of Sight Tracing — Linking Individual Roles to Team Goals

### Day 3: From Goals to Action Plans

- Action Breakdown Structure — Sequencing Work Beneath Each Driver Goal
- Responsibility Assignment Matrix — Clear Ownership for Every Milestone
- Dependency and Handover Mapping — Coordination With Neighbouring Teams
- Scored Priority Matrix — Ranking Requests by Value and Effort
- Contingency Trigger Points — When a Plan Must Change Course

### Day 4: Choosing With Stated Criteria

- Criteria Elicitation With Stakeholders — What Matters in This Choice
- Weighted Scoring Table — Comparing Options on Agreed Factors
- Must-Have Thresholds and Deal Breakers — Screening Options Before Scoring
- Reversible Versus One-Way Choices — How Much Analysis a Decision Needs
- Decision Log Entries — Recording Rationale for Later Review

## Day 5: Practising the Team Goal Ladder and Decision Charter

- Goal Ladder Peer Critique — Strengthening Links From Purpose to Task
- Action Plan Stress Test — Exposing Gaps in Ownership and Timing
- Live Option Scoring Exercise — Applying Criteria to a Real Team Choice
- Monthly Review Cycle Design — Persist, Adjust or Retire Each Goal
- Team Goal Ladder and Decision Charter — Completed Version Ready to Share

## Applying Team Goal Hierarchies and Decision Criteria After the Course

- Lead a session where members trace current tasks to the goal ladder and flag unlinked tasks.
- Score the next competing capacity request with the weighted table and log the rationale.

## Team Goal Hierarchies and Decision Criteria Questions FAQ

### What are team goal hierarchies and decision criteria, and why do they matter now?

They are layered team goals linked to organisational targets, plus stated factors for choosing between options. Shifting priorities reward teams that can show why they work on what they do.

### Which roles gain most from team goal hierarchies and decision criteria?

Team leaders, supervisors and section heads gain most, because they receive targets, allocate scarce capacity and must explain trade-offs.

### How does team goal hierarchies and decision criteria differ from an enterprise strategy course?

It works at team level rather than organisation level, starting from the targets you already receive and turning them into a goal ladder, action plans and repeatable choice rules.

### What do you bring back from team goal hierarchies and decision criteria?

You bring back a goal ladder for your team, owned action plans, a weighted scoring table and a review rhythm, ready to present to your manager.

## Team Goal Hierarchies and Decision Criteria: The Way Forward

The team goal ladder and decision charter first informs which current commitments to keep and which to drop. Team leaders use it with members and managers, in settings from hospital outpatient services to logistics depots. After the first monthly review, revisit the criteria weights, since early choices show which factors were over or under valued.