JUPITER PRIME
Consulting • Training • Advisory
جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

SMART Objectives and Feedback for Team Leaders Training Course

22 – 26 November 2027
Vienna

jupiterprime.uk
info@jupiterprime.uk
Registered in the United Kingdom and Saudi Arabia

SMART Objectives and Feedback for Team Leaders Training Course

Ref: 1787_65642 **Date:** 22 – 26 November 2027 **Location:** Vienna **Fees:** 5900 GBP

SMART Objectives and Feedback for Team Leaders is a 1-week training course for team leaders and middle managers who set targets for others, and it ends with each participant building a Team Objectives and Feedback Playbook. Annual appraisals no longer keep pace with shifting priorities, so frontline leaders need short objective cycles and frequent check-ins. Jupiter Prime Training offers SMART Objectives and Feedback for Team Leaders as a hands-on course for that cycle.

Why SMART Objectives and Feedback for Team Leaders Matters Now

Three pressures shape how frontline leaders set direction for their people. Priorities change mid-year, so objectives written once a year go stale within weeks. Employees expect regular, specific feedback rather than a single annual rating. Senior managers want to see how each team's targets connect to departmental results. Teams whose leaders write measurable, time-bound objectives and revisit them in short one-to-ones spot slippage early and keep motivation steady; teams left with vague targets drift, argue over ratings and lose good people. The course rests on the SMART criteria specific, measurable, achievable, relevant, time-bound, objective cascading and structured feedback conversations.

Who Gains Most from SMART Objectives and Feedback for Team Leaders

- Team leaders who write and agree individual objectives with each team member
- Supervisors who track weekly progress against targets on a simple scorecard
- Middle managers who cascade departmental goals down to several teams
- Project coordinators who set milestone objectives for temporary teams
- Newly promoted leaders running their first performance check-ins

Groups of team leaders from the same department gain most when they attend together, because they leave with one shared objective format and one check-in rhythm.

SMART Objectives and Feedback for Team Leaders Capabilities

Participants leave able to turn vague expectations into measurable targets and to hold short, evidence-based conversations about progress.

- Write objectives that meet all five SMART criteria — each team member's agreed targets
- Cascade departmental goals into team and individual objectives — the line manager above
- Build a one-page progress scorecard with leading and lagging measures — weekly check-ins
- Run data-informed one-to-ones using a fixed agenda — team members and their development
- Apply a feedback model to praise and correction alike — performance conversations

- Design small improvement experiments when an objective stalls — the team's next sprint

Key SMART Objectives and Feedback for Team Leaders Terms

- SMART objective — a target that is specific, measurable, achievable, relevant and time-bound, so progress can be checked without argument.
- Objective cascade — the process of breaking a higher-level goal into linked team and individual objectives.
- Leading measure — an early indicator of activity that predicts whether a later result will be reached.
- Lagging measure — a result indicator that confirms an outcome only after the period has ended.
- Check-in — a short, regular one-to-one meeting focused on progress, obstacles and the next step.
- Feedback loop — the repeated cycle of observing performance, giving feedback, agreeing a change and observing again.

SMART Objectives and Feedback for Team Leaders Day by Day

Day 1: Why Objectives Fail and How SMART Fixes Them

- Vague Target Diagnosis — Spotting Objectives That Cannot Be Measured
- SMART Criteria Walkthrough — Testing Each Element of an Objective
- Outcome Versus Activity Objectives — Choosing What to Hold People To
- Stretch and Achievability Balance — Setting Targets That Motivate
- Objective Rewrite Drills — Converting Weak Targets into SMART Ones

Day 2: Cascading Goals to the Team

- Goal Cascade Mapping — Linking Department Goals to Team Objectives
- Individual Objective Agreements — Negotiating Targets with Each Team Member
- Shared Versus Individual Targets — Deciding Where Accountability Sits
- Objective Weighting — Prioritising When Targets Compete for Time
- Mid-Cycle Objective Revision — Handling Changed Priorities Without Confusion

Day 3: Measuring Progress Simply

- Leading and Lagging Measures — Choosing Indicators That Warn Early
- One-Page Progress Scorecard — Visualising Status for Weekly Check-ins
- Traffic-Light Thresholds — Deciding When a Target Needs Attention
- Evidence Logs — Recording Observations Before Feedback Conversations
- Small Improvement Experiments — Testing Fixes When an Objective Stalls

Day 4: Feedback and Check-in Conversations

- Situation-Behaviour-Impact Model — Structuring Specific, Fair Feedback
- Data-Informed One-to-One Agenda — Progress, Obstacles and Next Step
- Corrective Feedback Scripts — Addressing Missed Targets Without Blame
- Recognition Practices — Reinforcing Progress Toward Objectives
- Energy and Workload Check — Protecting Focus While Targets Rise

Day 5: Practising the Objectives and Feedback Playbook

- Retail Branch Case — Applying SMART Rewrites and Cascades
- Logistics Depot Case — Applying Scorecards and Traffic-Light Thresholds
- Paired Check-in Role-Plays — Applying Feedback Models Under Observation
- Quarterly Objective Calendar — Scheduling Check-ins and Revisions
- Team Objectives and Feedback Playbook — Final Version for the Line Manager

Applying SMART Objectives and Feedback for Team Leaders After the Course

- Rewrite every team member's current objectives against the SMART criteria and agree the revised versions in individual meetings.
- Launch a fortnightly check-in rhythm using the one-page scorecard and the fixed one-to-one agenda for a full month.

SMART Objectives and Feedback for Team Leaders Questions FAQ

What are SMART objectives and feedback for team leaders, and why do they matter now?

They are the practice of setting measurable, time-bound targets and reviewing them through regular feedback. They matter now because priorities shift quickly and people expect frequent, specific guidance instead of one annual review.

Which roles gain most from SMART objectives and feedback for team leaders training?

Team leaders, supervisors and middle managers gain most. They write targets for others, track progress week by week and hold the feedback conversations that keep objectives on course.

How does SMART objectives and feedback for team leaders differ from a smart organisation leadership course?

A smart organisation course addresses senior leaders steering AI and automation. This course stays at frontline level, focusing on writing objectives, cascading them, measuring progress and giving feedback in one-to-ones.

What do you bring back from SMART objectives and feedback for team leaders training?

You bring back a playbook with SMART objective templates, a cascade map, a progress scorecard, a one-to-one agenda and feedback scripts, ready to use with your team the following week.

SMART Objectives and Feedback for Team Leaders: The Way Forward

The Team Objectives and Feedback Playbook first informs how next quarter's targets are written and agreed with each person. Team leaders use it in every check-in, and their own managers use it to see how team objectives support departmental goals. After the first quarter, the traffic-light thresholds deserve another look, since they show whether warnings arrived early enough to act.