

# *Expanded Capabilities in Integrated Talent Management*

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## Organizational Goal Alignment Framework

Camden  
Consulting  
Group

*A Division of Keystone Partners*

# Organizational Goal Alignment

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# Goal Alignment Definitions

	Definition	Level	Set By	Timeframe
<b>Strategies</b>	The overall roadmap and ways in which the vision will be achieved.	Company Wide	Executive Team with Input from Direct Reports and other employees.	3-5 Years
<b>Corporate Goals</b>	Performance targets involving: productivity, growth, new markets, products, service delivery, annual financial performance that support achievement of Strategies.	Cross Functional	Executive Team with Input from Direct Reports and other employees.	1 Year
<b>Functional Goals</b>	Functional Performance targets involving: productivity, growth, new markets, products, service delivery, annual financial performance that support achievement of Strategies.	Functional/Cross Functional	Functions - with Input from Executive Team.	1 Year
<b>Individual Goals</b>	Individual performance targets that support achievement of Corporate Goals or Functional Goals.	Individual	Individuals with their Managers.	1 Year or less
<b>Individual Objectives / Projects</b>	Activities or job responsibilities that support achievement of goals or a major company/functional initiative for which the individual is responsible.	Individual	Individuals with their Managers.	1 Year or less