



Citrus Circuits  
Fall Workshop Series

# Goal Setting

by Mike Corsetto

# Who Am I?

- Mike Corsetto
- Lead Technical Mentor of Team 1678
- Engineering Manager at Sunpower
- Going into 17th season in FRC
- Started mentoring 1678 in 2008
- I'm not that smart (Credit to Karthik for this one)



# Overview

- History of Goal Setting in FRC
- Where Goal Setting meets Strategic Design
- The Bigger Questions
- Types of Goals
- How to Set Goals
- Measuring Goals



# History of Team Goal Setting

- Years ago, team's would enter their season without much of a plan or process
  - You'd look at the game, conjure up a robot concept, and start building
  - Processes weren't necessarily well defined and could be somewhat rudimentary
  - Not much additional thought was given into what teams did or why teams did them



# History of Team Goal Setting

- In 2005, Team 1114 released a white paper, outlining the concept of Strategic Design for FRC
- This whitepaper introduced a process to optimally select the desired functions and abilities of your robot



# Inputs of Strategic Design

- The Game
  - Deciding which tasks are worthwhile
- Team's Resource Levels
  - Workforce size, level of engineering/FIRST experience, equipment and manufacturing resources, budget, etc
- Robot Goals
  - What do you want the robot to accomplish



# Examples of Robot Goals

- Can be result driven
  - e.g. Make the eliminations at all events
- Can be statistically driven
  - e.g. Finish in the top 25% in Worldwide OPR
- Can be more abstract
  - e.g. Become a more well known team
- Can be learning based
  - e.g. Students CAD the majority of the robot



# Goal Setting meets Strategic Design

- The strategic design process is now very defined, and for the most part many teams follow this process
- However most teams lack a process when it comes to broader goal setting
- We'll look at how a team can select goals that are both achievable and meaningful for each individual team, based on their own resource levels and team culture





# Goal Setting meets Strategic Design

- Strategic Design is the process that sets a priority list that acts as a map for your competition season
- Goal Setting is the process in which you decide where you want your entire team to go
- Since goals are one of the inputs for the Strategic Design process, it's essential that your goals make sense for your team, or your strategic design won't make sense for your team



# The Bigger Picture - Why??

- Let's take a step back...
- Why set goals for your team?
  - Alignment of Team, esp Leadership
  - Common Purpose
  - Conflict Resolution Tool
  - Increased Delegation Capacity
  - Broader Impact
  - Support a more complicated organization



# Lightning Round Activity!

- Find someone on another team and share one of your team's goals
  - If you don't know your team's stated goals, share one goal you think might be one of your team goals
  - Bonus: Share an example of how your team achieved one of your goals last year!



# Types of Goals

- Goals related to Student Outcomes
- Goals related to Community Impact
- Goals related to Robot
- Goals related to Competition Result
- Goals related to Awards



# How to Set Goals

- Who sets the Goals?
- How to Brainstorm Goals?
- Objective Goals
- Subjective Goals



# Who Sets Team Goals

- Goals should be set by the leadership of the team, based on the culture and structure of the team
  - Some teams will have goals set by mentors, teachers, students, or a combination
- There's no single way to structure an FRC team
- The group that sets the goals needs to reach a consensus. The unity of this group will be essential to achieve the buy in of the rest of the team



# Brainstorming Goals

- Set aside time for your leadership team to write out goals
- Much like with game analysis, it's important to capture the different types and ranges of potential goals
- Be specific with goals, including expected results



# Objective Goals

- For objective goals, look back to past performances of your team to develop a baseline
  - Consider teams with similar resource levels
- Try to set goals that are achievable but challenging
- Look to aim for growth and improvement year over year, considering trendlines over multiple years
  - Every team has “down” years, don’t necessarily lower your goals because of one





# Subjective Goals

- Student Learning-based Goals
  - Talk to alumni of the program, what did they feel was missing, what propelled them to success
  - What changes/improvements does the leadership group want to see in the team
- Tie Goals back to the Team Mission and Culture
- Other Abstract Goals
  - Team Image, Culture, Exposure, etc



# Lightning Round Activity!

- Share one Objective and one Subjective Goal that your team could have for this coming season



# Measuring Goals

- Once goals are defined, much like your priority list, they need to be checked in on
- Put the goals on paper, poster them around your shop!
- Set a schedule to look at the goals and see if you're on track
  - Absolutely discuss the goals after each event and what needs to be done to get closer or to continue meeting them



# Measuring Goals

- There's no shame in missing a goal
  - “You miss 100% of the shots you don't take”
- However, there is shame at not analyzing why you didn't achieve the goal!
  - Was the goal too ambitious?
  - What factors caused the goal not to be achieved?
  - Were any of these factors outside of your control?
  - Always look at missed goals as learning oppo.





# Thank You!

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# Questions?



## Give us Feedback!

