Overview

- This job aid is intended for managers to approve or manage goals for their direct reports.
- Goals submitted or edited by employees will require manager approval in Ignite. Please note, it is strongly recommended to discuss and give verbal approval for a goal before the employee enters it in the system or makes updates or edits.

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1. **Approve Goals Using the Bell Notification**

When an employee submits a new, edited, or updated goal, the manager can view and approve either using the Bell notification or the Career and Performance Page under My Teams. The Bell notification is the easiest method.

1. To use the **Notification Bell**, click the bell icon in the upper right-hand corner of the screen to check for notifications.

2. After clicking the notification bell, simply click **Actions** dropdown, then the **Approve** button to approve the goal.

3. Alternatively, you can click on the name of the alert to see more details.
4. From here you can **Edit** or **Approve** the goal. Note: if multiple goals were submitted at once, they will all be approved at the same time. Additionally, if you want the employee to make changes to the goal before approving, you can either edit it yourself or ask the employee to withdraw the goal, edit, and resubmit.

Testuser_Baylor_s49 Requires Your Approval for the Goal Plan Test

Testuser_Baylor_s49
Goal Plan Approval Request

Worker Testuser_Baylor_s49 has submitted Test for your approval

<table>
<thead>
<tr>
<th>Added Goals test</th>
<th>test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal Name</td>
<td>test</td>
</tr>
<tr>
<td>Status</td>
<td>Not started</td>
</tr>
<tr>
<td>Start Date</td>
<td>2021-08-15</td>
</tr>
<tr>
<td>Target Completion Date</td>
<td></td>
</tr>
</tbody>
</table>

Approval History
5. Click **Submit**. Note: although you can add additional comments when approving the goal, it is not recommended as the employee may not see them. If you need to communicate with the employee regarding the goal, it is better to use email or do so in person.
2. Approve Goals Through Career and Performance in My Teams

1. You can access the Career and Performance tile under the My Team heading on the home page.

2. On the Goals and Performance Overview page there will be a list of direct reports. In the section for the specific employee, click on the hyperlink under Performance Goals indicating the number of goals completed. This will take you to the employee’s personal goal page.
3. Click **See details.**

4. On this screen you will be able to see details about the goal. In the upper right of the screen, click **Approve.**
3. Declining New or Updated Goals

No employee goal can be entered or updated without the manager’s approval. However, there isn’t a direct way to decline a goal or return it to the employee for editing. That’s why it’s highly recommended for the employee to discuss the goal with you in advance and receive verbal approval prior to entering into Ignite.

That said, there are at least three options for the manager ensure the goal is written or updated correctly:

1. Manager asks employee to withdraw goal, edit, and resubmit. The employee can withdraw any unapproved goal and delete it or edit and resubmit.
2. Manager makes edits to the goal prior to approving. See Section 4 for instructions.
3. Manager approves the goal and then make edits after approving. See Section 4 for instructions.
4. View/Manage/Edit Direct Reports’ Goals

1. Navigate to the **Career and Performance** tab under **My Team**. This action is detailed in the first process of this document.

2. On the **Goals and Performance Overview** page there will be a list of direct reports. In the section for the specific employee, click on the hyperlink indicating the number of goals completed under **Performance Goals**. This will take you to the specific employee’s goal page.

3. Click on the **goal name** you’d like to manage or edit. To manage a goal, you may edit anything on the goals detail page.
4. To edit the goal, click the Edit button.

5. The goal details are displayed. You can edit any section of the form as well as add additional details. When you’re finished managing the goal, click Save.
5. Create Goals for Individual or Multiple Employees

You can create and add a goal for one or more of your employees.

1. Navigate to the **Goals and Performance Overview Page** under **My Team** as previously described. Check the box by the employee(s) you’d like to create a goal for. Then select **Add Performance Goal**.

2. In the **Selected Employees** popup, ensure **Allow worker to update key attributes** is checked to allow your direct report to be able to edit or update the goal. You can also assign the goal to yourself or indirect reports at the same time.
3. Scroll down to view Basic Info. In this step, you will add goal details. Complete the following optional and required fields:

**Basic Info**

- **Goal Name**
  - ![Input field]
  - Allow worker to update key attributes

- **Description**
  - ![Input field]

- **Start Date**
  - 08/17/2021
  - ![Date picker]

- **Target Completion Date**
  - ![Input field]
  - ![Date picker]

- **Status**
  - Not started
  - ![Dropdown]

**Success Criteria**

4. After completing all of the required fields, scroll to the top of the page and click **Save and Close** in the top right-hand corner to create the team goal.
6. Share Manager Goals with Direct Reports

*Sharing a Goal:* A manager can share a goal with another employee as a suggestion. The recipient will find the shared goal in their Goals Shared with Me area, where they can choose whether or not to add it to their goal plan. If they choose to add it to their goal plan, it will be submitted back to you for approval.

1. On the main page, select **Career and Performance** under the **Me** tab and then select the **Goals** tile. When the **Goals and Performance** page opens, share a goal by selecting the checkbox next to the goal name of the goal you wish to share.

2. Select **Share** from the **Actions** drop down. Note: You can also **Cancel** or **Delete** goals from this screen.
3. Decide who to share the goal with. Direct reports who will auto populate, however, you can share with anyone. Select a worker from the dropdown or type the name in manually. Then check the task box and the worker box.

4. Click the **Submit** button.
7. Assign Manager Goals to Direct Reports

Assigning Goals: A manager can assign goals to members of their team, adding it to their employee’s goal plan. Unlike sharing a goal, assigning a goal will add it directly to the recipient’s goal plan. The process is the same as Sharing Goals above, except Assign is selected under Actions.

Also, a manager can assign a goal to their entire team by checking the Select All box or to specific employees by selecting them individually.
8. Cancel or Delete a Direct Report’s Goals

As manager, you can cancel or delete goals on your employee’s goal plan. Canceling goals leaves them visible on the goal plan, but they cannot be managed, edited, aligned, or assigned. Deleting will remove the goal from the goal plan, but once deleted it cannot be recovered from the system. Note: that you will only be able to delete goals you have added. The employee will have to delete goals he or she has added.

1. Navigate to the Career and Performance tab under My Team. This action is detailed in the first process of this document.

2. On the Goals and Performance Overview page, find the employee and click on the hyperlink under Completed Goals. This will take you to the specific employee’s goal page.
3. Select the checkbox next to the goal name, and click the **Actions** button from the drop-down menu. Then click **Cancel** or **Delete**.

2020-21 Performance Goals

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<td>Priority Management</td>
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<tr>
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2020-21 Performance Goals

<table>
<thead>
<tr>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Copy</td>
</tr>
<tr>
<td>Cancel</td>
</tr>
<tr>
<td>Delete</td>
</tr>
<tr>
<td>Align</td>
</tr>
</tbody>
</table>
9. Align a Goal for a Direct Report

Aligning Goals: A manager can align an employee’s goal to one of the Manager’s, a Colleague’s, or an Organizational goal. Aligning goals makes it easier for the manager to track multiple employees’ goal progression as well as track an entire organization’s progress towards a goal.

1. Follow the steps in the previous section.

2. To align a goal, select the checkbox next to its name, and click the Actions drop-down. Click Align.

3. In the Align Goal Page, select whether it is being aligned to Manager, Colleague, or Organization goal and then the Goal name. Click Save and Close.

4. The employees’ goal has successfully been aligned.