

Goal Setting and Review

New Performance Management Tool for Enactus Teams

Program Managers offer a ton of support and guidance to Enactus teams throughout the year, and in order to enhance their ability to guide and direct teams we have adapted Goal Setting & Review (GS&R), a performance management tool. This tool will help Program Managers best assist their teams set and achieve targets in both programmatic and functional areas.

Over the course of the summer, the existing Team Quality Score Index (TQSI) was adapted to best reflect the challenges and opportunities that face Canadian Enactus teams. The TQSI looks at a team from two areas – Team Sustainability and Team Projects. From a Team Sustainability perspective, the TQSI analyzes areas of significance to a team including institutional support from their administration and faculty advisor(s), strong student leaders, financial stability, their engagement with the community, representation at Enactus events and competition and their reporting and data timeliness and accuracy. From a team projects perspective, we have decided to evaluate projects based on both competition results and from the Program Manager analyzing the evaluation tools and impacts achieved.

The TQSI is an important tool because it will be used as a benchmark year over year to evaluate how your team is progressing over time, and in future years will act as a benchmark for privileges such as funding opportunities (project partnerships, prize money, etc.) This is where GS&R comes in. Working with your Program Managers, Team Presidents and Faculty Advisors will set performance goals for the year in August. These will align with the TQSI, but will also allow for additional goals that are important to a specific team. Once these goals are set, the President, Faculty Advisor and Program Manager will schedule monthly update calls to review progress and adjust accordingly. This will allow both the team and Program Managers to address challenges as they come up along with capitalize on great opportunities should they arise.

It is important to note that these calls will be in addition to the support that is already provided. It is intended to provide more structure and to direct the conversation.

Should anyone have any questions in regards to the TQSI and the GS&R process, please contact your respective Program Manager. We look forward to working together utilizing this new tool so that we continue to grow and improve upon the incredible impact that you are all making.



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Enactus Canada

Team Quality Score Index

Team Sustainability

Institutional Support: Quality Faculty Advisor

- Team has a Faculty Advisor (or Faculty Advisors) [1 point]
- Faculty Advisor is motivated and involved with the following: team operations, team projects, sustainability elements, or meetings/events [1 point]
- Faculty Advisor attends monthly GS&R Meeting with Team President and Program Manager [1 point]
- Faculty Advisor effectively and timely communicates with the Enactus office including response to inquiries and submission of reports. Achieves 2-business day response time. [1 point]
- Faculty Advisor has played a key role in institutionalizing the Enactus program [1 point]

Institutional Support: Quality Administrative Support

- Administration is aware of Enactus and think it's a good idea [1 point]
- Administration offers encouragement to the team and attends the Enactus National Competition [1 point]
- School utilizes Enactus team in marketing and profile building materials [1 point]
- Administration offers financial assistance (including meaningful in-kind contributions) [1 point]
- Administration takes ownership of Enactus considering it an integral part of the institution [1 point]

Student Leaders/Success

- Team membership comprises of at least 30 active students [1 point]
- Team has clearly structured its leadership positions with well-defined roles, responsibilities, and accountabilities to its membership [1 point]
- Team has several strong student leaders that have done one or both of the following: built enthusiasm for Enactus on campus and/or developed a realistic succession plan to ensure the sustainability of their team [1 point]
- Students readily participate in or take advantage of non-competitive Enactus professional development opportunities [1 point]
- Team membership comprises of at least 100 active students [1 point]

Financial Stability

- Team has created a budget with well-defined plans for funding operations and activities [1 point]
- Team has confirmed commitments from sponsors/supporters with MOU's [1 point]
- Team has funds available for current projects [1 point]
- Team has funds available to sustain itself for at least a year without need to fundraise [1 point]
- Team is totally financially stable and has built a strong enough support base to sustain program for multiple years in advance {through multi-year agreements) [1 point]

Engaged With Community

- Team has a media relations person assigned to build profile/awareness of Enactus in the community [1 point]
- Team has an active business advisory board that has had at least three meetings this past year [1 point]
- Team hosts a showcase prior to the National Exposition to present their projects to the community [1 point]
- Team has at least one community partner for each of their projects [1 point]
- Community is an integral part of the team through involvement in 2 or more of the following: projects, networking, advice, funding, publicity, etc. [1 point]

Representation at Enactus Events and Competitive Initiatives

- Team attends a Fall Retreat [1 point]
- Team President attends Leadership Summit [1 point]
- Team participates as a competitor at a Regional competition [1 point]
- Team applies to participate in Project Partnerships and other special opportunities [1 point]
- Team participates or observes at an Enactus World Cup [1 point]

Reporting and Data

- Team accurately and timely reports their year-end data [1 point]
- Team has a BAB and successfully manages their business advisory board member placements [1 point]
Team accurately and timely reports their project partnership reports [1 point]
- Team compiles an accurate and comprehensive list of alumni [1 point]
- Team is made up of more than 30% non-business students [1 point]

Total Sustainability Score [out of 35]



Team Projects

National Competition Results

- Team Competed at Nationals [10 Points]
- Team Placed 1st Runner-Up in Opening Round or Higher [5 Points]
- Team Earned a Semi-Final Round Placement [5 Points]
- Team Placed 1st Runner-Up in Semi-Final Round or Higher [5 Points]
- Team Earned a Final Round Placement [5 Points]

Project Impact - Did the teams' projects improve the quality of life and standard of living of their project beneficiaries and to what degree? [20 Points]

Total Programmatic Score [out of 50]