

JUDICIAL OUTPUTS AND TARGET SETTING

A PRESENTATION AT THE 22ND ANNUAL JUDGES CONFERENCE 28/01/2020

BY

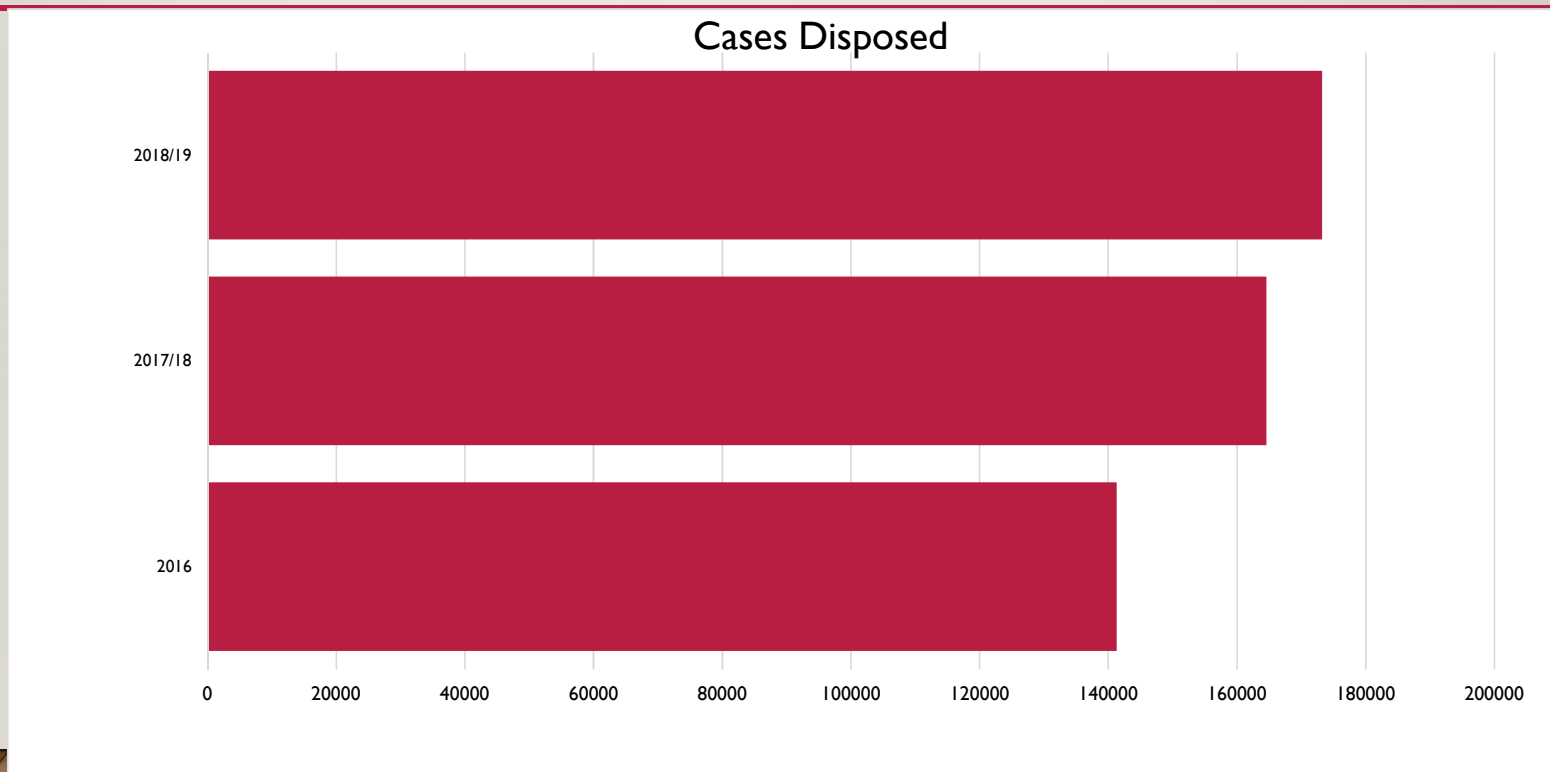
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WHAT ARE JUDICIAL OUTPUTS

- **Goods and services produced by judicial and other officers working in and for the Judiciary**
- **Judiciary business and mandate defines the goods and services that should be produced**
 - **Cases decided**
 - **Judgements delivered**
 - **Courts built**
 - **Staff trained**
 - **Outreach programmes**
 - **Courts inspected**
 - **Systems set up/rolled over**
 - **Initiates and innovations**
 - **Rules**
 - **DCC/RCC meetings/inspections/outreaches**
 - **LCC supervised**

JUDICIARY OUTPUTS



WHAT IS A TARGET



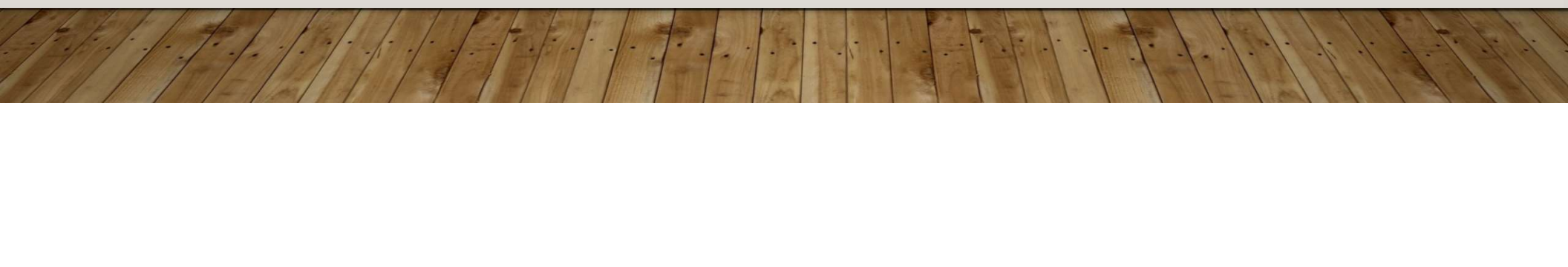
A TARGET

- Target is the oxygen of our dreams
- the first step of every journey we take and are also the last.
- Target is the desired result a person, system or organization envisions, plans and commits to achieve.

According to a Japanese writer Haruki Murakami- “If you do not know what you want you will never find it”

TARGET SETTING

Process of identifying something that you want to accomplish and establishing measurable Goals and Time frames. Types of goals

- **Outcome goals (the desired change or state)**
 - **Process goals (what you will have to do to achieve a larger goal)**
 - **Performance goals (also known as outputs/short-term objectives set for specific duties or tasks)**
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TARGETS IN AN EFFECTIVE AND MODERN JUDICIARY

- ❖ **Realistic-what mountain are you climbing-what are the chances of success**
- ❖ **Focus on making improvement**
- ❖ **Specific**
- ❖ **Measurable-you are able to identify exactly what it is you will see, hear, feel, when you reach the goal-evidence**
- ❖ **Time bound**

WHY SET TARGETS

- 1. To Give focus:** Life without a target/goal in mind is pointless and a waste of energy and effort.
 - “You cannot change your destination overnight, but you can change your direction overnight” (Jim Rohn an American Entrepreneur)
 - Without a target you shoot aimlessly (*if you aim at nothing you will hit it every time*).
- 2. To measure progress:** since you have a fixed end point. “Intention without action is an insult to those who expect the best from you” –Seith Godin -American author and dot com business executive
- 3. To Keeps us locked in and undistracted and create boundaries:** Keeps one away from certain destructions. *“One half of knowing what you want is knowing what you must give up before you get it”-Sidney Howard screen writer*

WHY SET TARGETS

4. Targets help to overcome procrastination/laziness: We make ourselves accountable to finish the task. Without targets we work based on whims and it does not matter whether we complete them or not. They help move us from our comfort zone i.e. a place where you keep your self illusion and nothing can grow there. Like the Buma saying “he/she who aims at excellence will be above mediocrity and who aims at mediocrity will be short of it.

5. Motivation: targets set the foundation of our drive. Hitting the target is exciting. Target is a tool that helps us focus our energy in a positive direction. Targets transform mountains into walkable hills. We need to break larger intimidating aspirations into smaller more achievable steps.

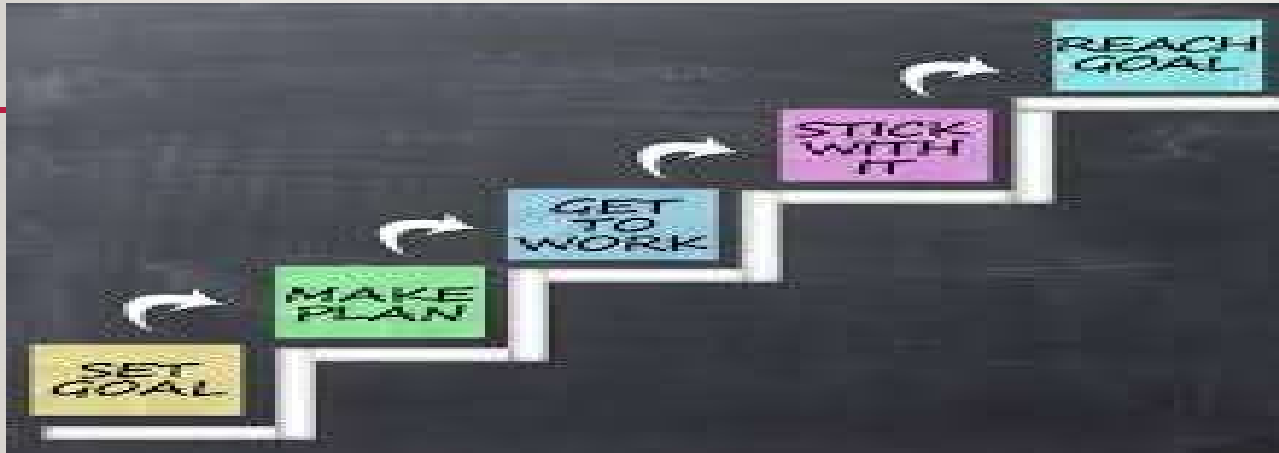


WHY SET TARGETS

6. **Create self belief-** a target helps to fuel ambition. Unless you see your self slowly making progress your dreams and aspirations are nothing more than vague notions floating around in your imagination. **Every body has their own mount Everest they were put on earth to climb**



HOW TO SET TARGETS



- Determine your goal-what you want for your organization/family/ unit/circuit/ court
- Break down to small manageable portions
- Breakdown for shorter time frames
- Identify the small steps that move you towards the larger goal
- Commit
- Stay focused and adjust periodically to align

AVOID



REMEMBER THAT THE TRAGEDY OF LIFE DOES NOT LIE
IN NOT REACHING YOUR GOAL/TARGET. THE
TRAGEDY LIES IN HAVING NO GOAL/TARGET TO
REACH

