MAME:

Suzanne Supervisor

DATE:

2/2/2012

#### PROFESSIONAL GOALS/MOTIVATIONS

What are my professional growth and career aspirations? How do I think these aspirations can best be met at Yale?

Professionally to build my effectiveness as a leader and manager of staff. Be seen as someone others want to work for - an attractor of talent if you will - by leveraging opportunities to develop, coach and grow my employees.

TALENTS OR STRENGTHS TO USE MORE (3-5) What are my talents and strengths?	DEVELOPMENT OPPORTUNITIES (1-2) What knowledge or skills do I need to enhance?
As a manager I see my strengths as  Nowledgealale and experienced  Fair and open-minded  Comfortable taking charge  Strong communications skills  Lead by example	Strengthen my leadership capabilities by:     Developing my coaching skills to get the best from my staff.     Push myself to delegate more, rather than being the "chief problem solver" for staff.

#### FOCUSED IDP OBJECTIVES AND ACTIONS STEPS

What development goals do I have for the next 12 months? The next five years? What specific actions can I take to achieve these goals?

Seek out and participate in training opportunity almed at being a more effective coach by end of  $2^{nd}$  artr. Track and measure my own actions with employees throughout the  $3^{nd}$  and  $4^{nn}$  artr.

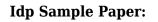
Identify a "peer" coach to check in with and to support and help me stay focused on my efforts to adopt a coaching style more often.

schedule 1:1 meetings with each staff member to obtain a better understanding of what they need from me as a coach - how can I help empower them to do their Jobs better, what can I delegate to them to grow their capabilities. schedule midgear check in to get their feedback.

NEXT REVIEW MEETING DATE: 6/15/2012.

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O García



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