

# The Career Advancement Program Coaching Template

Scorecard Monthly Update - December

Name	Progress	Obstacles	Successes	Other
Goal 1: Do => Lead	30%	<ul style="list-style-type: none"><li>* Small team limits opportunities to delegate.</li><li>* Team's mandate has been largely strategic, although that will shift going into 2010.</li><li>* "Doing" is in my comfort zone.</li></ul>	<ul style="list-style-type: none"><li>* Awareness: I know that my longer term career objectives require me to make a transition from contributor to leader.</li><li>* Automating tasks allows me to concentrate on more strategic activities.</li><li>* Looking ahead: I have started preparing a roadmap for 2010 (including hiring plan, team strategy, milestones and risks).</li></ul>	None
Goal 2: Beyond Finance	10%	None	<p>I emphasized in my annual review that Finance in the traditional sense is not enough. Specifically, I highlighted my intent to move beyond the numbers and to start driving the strategic agenda. Given my background (and Google's org structure), it is not realistic for me to make a direct leap into the Product Management organization. However, the group that I am in today is viewed as the closest to becoming mini-CFOs for our businesses.</p> <p>I see "Beyond Finance" as a long-term objective, but I think that I'm already going in the right direction.</p>	None

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Goal 3: Patience	20%	None	<ul style="list-style-type: none"> <li>* I now make a point to communicate roles, expectations, deliverables and timelines before beginning any new assignments.</li> <li>* I've identified members of our team who need more assistance, and focus 1:1 time with them to clarify any open questions that they may have.</li> </ul>	None