

Lisa Anderson

Professional Development Plan

May, 2010

Lisa,

You have done an excellent job of completing and updating your Professional Development Plan. I agree with your assessments and plans for future development. I think I have a pretty good idea what you want and need from me as your coach and I'll continue to listen to you, be honest with you, and support you in your growth process. If I miss anything in the process, please call it to my attention so I can be the best coach I can for you. Also if you see classes or workshops that will support your development goals, let me know. We will work it out.

Very impressive the way you propelled yourself into the website work. You took this on as a challenge when it could have been "Oh no, one more thing to do." Thanks for taking this on in the spirit of learning and growing.

In my frequent absences you have also taken on the daily management of all aspects of the ROC business. You are really good at knowing when to just handle something as when to bring the rest of us in for collective decision making. Your abilities in this area leave the rest of us confident that you will get us involved when we need to be.

The addition of the PET work and the inclusion of Terrance and Gloriana went very smoothly, partly because you were so open and supportive of them coming on board. This created extra work and responsibility for you and you took it on in the spirit of positivity and optimism, making everything work out, including the space plans and the administrative issues.

I want to point out how great your marketing skills have become. You do this with such respect for the customers, yet leave them wanting more of our products and services. This has really helped us increase the work we can do.

I've been thinking about what specific guidance I can give you that may add some further depth to your plans for further growth and development. I'm looking at your aspirations to improve your work in the area of leadership and supervision. I think something you may want to think about is your own self-perception – how you see yourself in these roles – and how your self-perception may be interfering with your ability to feel more confident in these roles. I think you are comfortable being a "behind the scenes" person instead of an "out front leader". Think about what it would take for you to get more comfortable being "center stage". Related to this is your habit of diminishing your own brilliance by not thinking things through; not checking in with yourself and drawing from what you know before you head into things. I think you call this "My blonde self". While being able to be vulnerable is a characteristic of

a good leader, you may want to be more insightful about this. This will prepare you to explain yourself to others better when they are looking to you for leadership.

The only other thing I can come up with, and this scraping the bottom of the barrel, is your strength around focusing in on a task. While this is a wonderful strength, you sometimes struggle with pulling out of a task to reassess what's important at the moment and reset priorities. Maybe something you want to look at.

Overall Lisa, you do wonderful work and I so appreciate your skills and dedication to our mission. The work you do, especially on the business side of our shop is fantastic. This is complex and challenging work and you do it all with grace and a positive spirit. I am so glad to be working with you and can't thank you enough for all that you do.

PS: I'll let you know if you get cranky