



Manage your Career
Phase Four: Project Pathways To Results



CONTENTS

Step One: Map the Pathway Toward Your Primary Goal 1
Step Two: Create Your Action Plan 1
Action Plan Examples 2
Step Three: Track Progress Toward Achieving Goals 3

PHASE FOUR: PROJECT PATHWAYS TO RESULTS

Overview

Map the pathways most conducive to achieving your desired results with an associated Action Plan. Determine the strategies for implementation. Ask yourself whether it is possible to make a *Quantum* move forward within your present company. Would it work best to begin with an *Incremental* move while you close some competency and/or relational gaps, preparing for a greater *Quantum* leap? Create Your Action Plan(s) accordingly.

Determine the appropriate timeframe for implementation.

Step One: Map the Pathway Toward Your Primary Goal

Up until now you have considered an *Incremental* goal and a *Quantum* move side by side, assessing the viability and timing of each. Now it is time to decide which path to take. Discuss pros and cons with your Coach and significant others; then choose a course. You can re-evaluate later, but for now, decide where you will focus your energy. Otherwise, you will dilute your effectiveness.

Re-visit your Positioning Script(s) and make it the launching point of your Action Plan.

Step Two: Create Your Action Plan

By this point in the process, you and your Coach have determined your primary goal, whether *Incremental* or *Quantum*. You have assessed what you bring to the table, today, as well as what you need to accomplish in order to maximize your chances of future success. It is time to prepare a clear, viable Action Plan that turns goals into results. Remember to include among your actions the Development Options you brainstormed related to Competencies and Relationships.

Action: Create Your Incremental and/or Quantum Action Plan

ACTION PLAN EXAMPLES

Example: Action Plan, Incremental, Competency Development

This form may be downloaded in Microsoft Word from the Meridian Career Navigator.

Goal: Division level leadership assignment in the global market

Positioning Script: I am seeking to leverage my success in the wireless industry to take on a division level leadership assignment in the global market with the opportunity to operate a business unit. This experience would complete a leadership requirement for me to feel ready for a Quantum career step of operating a major business unit in a developing market country.

Competency Development

Competency Addressed	Actions Required	Who Involved	Date	Result
<u>Strategic Thinking</u>	Spend Fridays thinking/ planning/strategizing	My team	Begin 10/2	
<u>Communication EQ</u>	Read Goleman on EQ	Discuss with Crowder	By 11/30	
<u>Presentation Skills</u>	Develop presentation to Board	Exec Team	10/30	

ACTION PLAN EXAMPLES

Example: Action Plan, Incremental, Relationship Development

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Relationship Development

Relationship Addressed	Actions Required	Who Involved	Date	Results
<u>Influencers</u>				
James Cavanaugh	Invite to lunch to discuss next steps	JC	By 10/10	
Maria Alvarez	Talk after committee meeting, test idea	MA	10/12	

Step Three: Track Progress Toward Achieving Goals

Collaborate with your Coach to determine a timeframe within which to accomplish your larger goal(s) and then agree upon short-term goals that support your longer range plan accordingly.

Institute a tracking system for monitoring progress toward your goal. Meet regularly with your Coach during this phase of your work to evaluate progress; report on completion dates, milestones and outcomes. Find a method that works for you and stick with it.