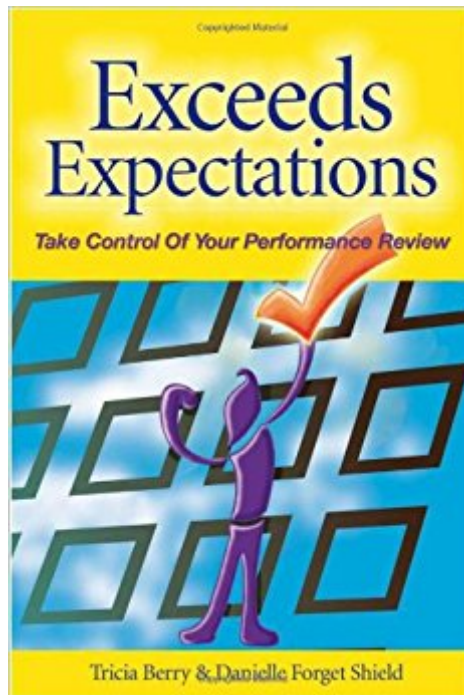




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Exceeds Expectations: Take Control Of Your Performance Review



Synopsis

From the 16 year old wading through a first job to the seasoned executive nearing retirement, we are all continually being evaluated or rated by someone else on our performance and our actions. Exceeds Expectations turns the typical performance review model upside down. In a typical review situation the manager appears to have the power the manager is rating the employee and driving the feedback process. By using the process outlined in this book, we shift the top-down managerial approach to balance the power and responsibility in the performance review process between the manager and the employee. The manager must still be expected to lead and provide feedback, but YOU can drive the process in order to aim for YOUR vision of success. You can drive the process so your goals have a better chance of being met before, during and after the performance review. In addition, you can make the performance review process significantly easier for your manager, an action that is certain to be recognized and appreciated. Exceeds Expectations is an easy-to-read journey of step-by-step processes, exercises and personal stories resulting in a Performance Review Action Plan a personal strategy designed for you to exceed expectations in both your performance review and your career.

Book Information

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Customer Reviews

Exceeds Expectations is the culmination of years of personal experiences and the development of workshops and trainings to help professionals successfully navigate the workplace. Tricia Berry and Danielle Forget Shield have supported each other and mentored countless others for over 15 years.

Through 825 Basics, LLC, a career enhancement training company that has a proven track record of inspiring professionals to create plans for success, they apply problem solving techniques to the workplace. The performance review process described in Exceeds Expectations demonstrates their action oriented style that yields immediate results. It is important to Tricia Berry, MBA that every professional has a career plan and an understanding of themselves and their environment. She is an engaging and inspiring speaker whose workshops and presentations coach people how to create a plan for their future. Tricia is the Executive Vice President and Chief Creative Officer for 825 Basics, LLC. Tricia has over 15 years experience in training, presentations, workshop development, coaching and process management. Tricia's varied experiences include career training, large volunteer program management, professional speaking, and workshop and training development and implementation. Tricia received her BS Chemical Engineering degree from The University of Texas at Austin and her MBA from the University of Houston Clear Lake. Tricia is currently the Director of the Women in Engineering Program at The University of Texas at Austin where she is responsible for leading the efforts on recruitment and retention of women in the Cockrell School of Engineering. Concurrently, she directs the Texas Girls Collaborative Project and serves as a program assessment consultant. Prior career experiences include positions in engineering design and research at The Dow Chemical Company. Tricia resides in Austin, TX with her husband, James Farone, and their two sons. For over 10 years Danielle Forget Shield, PE, MBA has been providing entertaining and useful presentations that harness the power of interactive discussions with audience members. She is the President and Chief Executive Officer of 825 Basics, LLC. Danielle has extensive experience in public speaking, workshop development, career coaching and organizational management. Her excitement comes from experience in implementing the methods she teaches and seeing those she has mentored successfully navigate their careers. Danielle received her BS in Civil Engineering from Washington University in St. Louis and her MBA from the University of St. Thomas in Houston. Danielle's corporate experience includes positions as Vice President for Sindicatum Carbon Capital, an alternative energy company, and Director of Engineering & Environmental Compliance for WCA Waste Corporation. Previous careers experiences with WCA, Drake Beam Morin, Waste Management and BFI/Allied Waste included positions in sales, training, consulting, engineering and operations management. Danielle resides in Houston, TX with her husband, Chris Shield, and their three children.

Met Ms. Danielle and Tricia at SWE conference and bought this book. We Asian women are quiet and submissive. It is not in our nature to talk about accomplishments. This book teaches me how to

quantify and strategically communicate my progress and achievements, in a way that benefits both me and my manager. The very act of doing it, makes me feel in control and motivates me to improve myself at work. Filled with true stories which makes it very interesting.

With personal experiences and easy to follow methods, this book is excellent for obtaining inspiration and guidance for excelling in a career that includes annual performances.

I met Tricia and Danielle in Houston, TX a few months back, listened to their advice, and purchased their book. It was the BEST investment ever!!! Being over 50 in a predominantly 20 - 30 something company, I need to stand out. I have been struggling with not having performance reviews for the last 2 years. I lost a job once due to my age and I am not going through that again! Plus, my boss would only spend the time to do reviews for his favorite employees. So this year, I made some changes and started using the suggestions in "Exceeds Expectations" and for the first time in history, I got an outstanding! In fact, my boss' reply was, "This is the best review I have ever seen! I never knew what you can do for this company!" Now I have an outstanding opportunity to advance at a fast rate within the company that I would have never had if it wasn't for Tricia and Danielle. Thanks ladies! Learn from this book. I highly recommend it!

This book has been very helpful in writing my End Of Year self evaluation. It has also helped in providing tips and information that I wouldn't have thought of about what my manager sees. I attended an 825 Basics session a while back that helped me set a road map for my career, they were very helpful. With the information from that session and this book I can see my career moving upwards and in the right direction for me.

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