

Job Scorecard

Employee	Eric Green	<div style="text-align: center;"> <p>Total</p> <p>3.3</p> </div>
Manager	Michael Klinger	
Position	Controller - Business Partner	
Job Mission	Acting entrepreneurially Giving financial business advice Supporting and driving change	
Interview date	2020-03-09	

■ Green, Eric	■ Klinger, Michael
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Living Our Core Values	Score 2020-03-09	Actual	Target	Comments
We deliver quality and excellence in all we do.				
We are not arrogant nor do we treat people differently than how we would like to be treated. We are always respectful of everyone.				
Our clients expect us to respond to their questions and concerns quickly. Getting back to our clients promptly is one way we demonstrate our sensitivity to their issues and how much we care about them.				

Key Responsibilities	Score 2020-03-09	Actual	Target	Comments
Acting entrepreneurially				
Giving financial business advice				
Supporting and driving change				

Leadership and Expected Behavior	Score 2020-03-09	Actual	Target	Comments
Relationship building skills				
Negotiation skills				
Facilitation and conflict resolution skills				

Knowledge and Technical Skills	Score 2020-03-09	Actual	Target	Comments
Bachelors degree (finance, business, or accounting)				
Experience in Cloud/SaaS industry				
Excellent project manager				
Creative thinker				

Expected Outcome (KPIs)	Score 2020-03-09	Actual	Target	Comments
Planned strategic initiatives / implemented strategic initiatives * 100	60%	60%	95%	
Customer satisfaction (scale 1-5)	2	3	5	
Cash flow	2,2M	2,3M	3M	

Feedback and Planning	
Manager's Feedback	
Employee's Feedback	
Next Development Interview	2020-04-13 14:45

Eric Green (Employee)

2020-03-09 21:57:34

Michael Klinger (Manager)