



Goals and Objectives for the year 2022-23

Employee Name	Mr. Akhil S (55049284)		
Employee Job Role	Product Manager	Location	Bangalore
L1 Manager's Name	Mr. Sai Krishna J	Functional Manager's Name	Not assigned
HRBP Name	Ms. Kavya Chaturvedi	HR Head Name	Mr. Akhand Kumar
Current Status	Completed		

Objectives and Key Results:

Sr. No	Objectives	Key Result	Measure
1	Improve usability of the product Avighna by adding key features	1. Design and deploy the triage PDF feature 2. Design and deploy the triage result page 3. Fix general UX issues "	1.Ensure the designs are as per the requirements and suggestions from doctor UI and product team 2. Ensure proper Downloading experience of triage pdf report"
2	Setup analytics tools for monitoring the usage and user behavior analysis	1. Design and set up an internal monitoring tool within Avighna. 2. Integrate Avighna with Google Analytics along 3. Define key metrics and dimensions for tracking user behavior and monitoring userbase growth"	1. Do Real time monitoring of user base and identifying user dropout rates across different channel and pages to further improve the product
3	Increase team productivity and efficiency	1. Setup the Azure devops board 2. Work with the project manager to design the work flow for Devops"	Reduce the time spent on meeting by atleast 50 for basic work flow clarification since these would now tracked on devops board and daily scrums meets and that would ideally increase clarity work improve work transparency
4	Increase channel presence of the product Avighna)	1. Launch the WhatsApp chatbot 2. Integrate Avighna with MyJio. 3. Design wireframes and flow for ABDM M1,M2 and M3 integration 4. Set up the android and iOS developer account for launching the mobile app 5. Finish M1 integration of ABDM"	1. Increase the overall userbase of the product by more than 5 times 2. Finish M1 integration of ABDM by 15th March 2023 3. Measure the number of ABHA account created via Avighna 4.Deploy mobile apps for android and iOS of Avighna
5	Increase reach of Avighna via multi lingual support	1. Coordinate with the Reverie team and Avighna team for work flow design towards the translation of medical knowledge and web elements. 2. Create an internal flow to consume translated data 3. Get the APIs made"	Make all parts of Avighna multi lingual Make it easy for users to switch between languages Make Avighna available in 3 languages"
6	Product Representation and Marketing	1. Design presentation decks for explaining our product at conferences to increase awareness across various potential clients and target groups 2. Create marketing material for Avighna 3. Plan which items to add on Avighnas home page"	Generate 15 potential leads for integration Start integrating with 2 other products"
7	Business plan and proposal for the product	Create a business plan for the product, identify potential market base for the product, financial projections for the revenue and expenses for the next 3 years along with the manpower planning required	Identify the expected addressable market for Avighna Identify potential revenue generators Estimate expenses for the next 3 years"

Support Required

Sr. No	Development Needs	Manager Remarks	Support/ Issue
1	Get better understanding of statistics by learning and identifying different statistical methods that can be used and understand which method to use when	Will help in product analytics and also strategic decision making	
2	Get better with UI UX wireframe designs for development of more user friendly user interface	This is important for the next version of the UI/ UX	
3	Improve presentation design skills. Understand if there are any frameworks can be used to clearly present data	Important for reporting and dashboarding	
4	Improve product management knowledge and skills by understanding what aspects should be prioritized, what is the best process flow for building products and knowing how much vertical knowledge is necessary for various parts of Avighna/ any product	This will help the overall team	

YEAR-END FEEDBACK

L1 Manager Remarks

What Went Well

Akhil has exceeded expectations and has worked with greater maturity than what can be expected from a fresh MBA graduate. He has been driving the product roadmap and execution effectively over multiple dimensions (integrations, languages, WhatsApp bot, analytics, etc). He also has displayed great ideation and problem solving ability, has worked well with all the team members from different functions and helped them be successful.

What can be done better

Hope to see Akhil become a more confident presenter specially in senior forums. He is already doing a good job with structured thinking and communication. Akhil is also learning data science to help him get deeper understanding of AI products. Would love to see him gain skills in this area.

Employee Remarks

What Went Well

Deliverables

1. Got the opportunity to work on various platforms/channels such as Web, Mobile apps, WhatsApp chatbots and in the process refine and learn on the product and user requirements for them respectively
2. Understood Azure devops and how to make use of the same for efficient project management
3. Understood team management and in the process worked with them towards various Avighna related integrations such as Myjio, JHH, Haptik Chatbot

Learnings

Understood concepts such as knowledge graphs, Digital Application architecture at a broad level giving me the opportunity to explore these items in details for self development

What can be done better

1. Improve thought articulation presentation and communication skills to clearly, concisely and accurately communicate with various stakeholders
2. Strengthen PPT and Excel based skills along with knowledge on UI-UX Design, data science and web development
3. Improve frequency of communication with product team and rest of the stakeholders within and outside the Avighna project.

Normalized Rating	A*
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