

# 2014 Performance Review:Anand Nidamanuru

## Introduction

This form is used to document the annual performance review. Employees begin by completing a self-assessment. At the end of a session the Save and Finish Later button may be used to exit the session without finalizing the form. When work is finished, click Finalize to publish all comments and ratings to the Manager.

## Goals

This section is for evaluating accomplishments of goals.

Growth

### Achieve Ux Strategy and Goals through Developer Productivity

On Track

#### thereby increasing margins for SAP

Customer Perception of Ux and Fiorization of SAP Products

#### Anand's Rating

Extraordinary Performance

#### Anand's Comment

Comments not provided

#### Abdul Hakeem's Rating

Outstanding Performance

#### Abdul Hakeem's Comment

Anand is the most experienced team member who brings in a lot of experience on other SAP technologies. This has helped us identify various developer requirements which has fed directly in to our UX efforts of building a scalable & workable solution

#### Goal Details

One of the goal for our dev team within Design group is to not only assist in developing new Fiori apps but also enable and influence various other groups within SAP to adopt Fiori for their new product development. Last year we spent a considerable amount of time getting Suite being successful with Fiori, this year the focus is Model S Teams, SFSF and Ariba teams and also new acquisitions such as Field glass.

Goal Name Achieve Ux Strategy and Goals through Developer Productivity thereby increasing margins for SAP

How success will be measured Customer Perception of Ux and Fiorization of SAP Products

Start 01/01/2014

Due 12/31/2014

Complete 0.0

Status On Track

#### Other Details

Tasks: N/A

Milestones: N/A

Targets: N/A

Employee Engagement

### Establish a Fiori Dev CoE in Bangalore

# of external dev colleagues enabled by the team

On Track

#### Anand's Rating

Outstanding Performance

#### Anand's Comment

Comments not provided

#### Abdul Hakeem's Rating

Outstanding Performance

#### Abdul Hakeem's Comment

Anand has worked with some of our customers & has walked them through our Fiori concepts which has resulted in Fiori adoption increasing in the India market

#### Goal Details

Since our team is extremely small & with limited bandwidth, lets use our next wave of projects in 2014 to ramp-up colleagues from other dev teams in Bangalore This represents significant growth for everyone in our team, ability to focus on latest & greatest UX technologies as well as increasing the pool of resources to choose from for UX dev in India

Goal Name Establish a Fiori Dev CoE in Bangalore

How success will be measured # of external dev colleagues enabled by the team  
Start 01/01/2014  
Due 12/31/2014  
Complete 0.0  
Status On Track

#### Other Details

Tasks: N/A

Milestones: N/A

Targets: N/A

#### Customer Success

### Fiori Adoption

Fiori customer adoption and Delivery of Fiori applications

#### Anand's Rating

Outstanding Performance

#### Anand's Comment

Comments not provided

#### Abdul Hakeem's Rating

Outstanding Performance

#### Abdul Hakeem's Comment

Same as the previous goal. His efforts in simplifying the Fiori concepts has resulted in good adoption of Fiori technologies in the marketplace

None

#### Goal Details

Deliver world Class user experience through development of next generation UI for applications, Building world class tools to help deliver and build those applications as well as contributing tirelessly to Delivery of Fiori on cloud vision. Major focus for this year will be: 1. Cloud Fiori Adoption - Mainly Ariba/SFSF2. Ensuring Fiori deliverables for Model S Suite. 3. Support existing and future Fiori customer implementations.

Goal Name Fiori Adoption

How success will be measured Fiori customer adoption and Delivery of Fiori applications

Start 01/01/2014

Due 12/31/2014

Complete 0.0

Status None

#### Other Details

Key Deliverables:

% Complete

Task Description Customer Adoption - Over 100 Productive customers?

Milestones: N/A

Targets: N/A

#### Margin

### To accelerate Adoption of Fiori within SAP and for our customers/Partners by Tools/Frameworks

Delivery of Tools to accelerate Fiori/Ux Goals and customer feedback

#### Anand's Rating

Extraordinary Performance

#### Anand's Comment

Comments not provided

#### Abdul Hakeem's Rating

Outstanding Performance

#### Abdul Hakeem's Comment

Anand has played a very important role in understanding the landscape that exists in the outside world & brought the pragmatism into our design & architecture of AppBrahma & Norman. This has resulted in the current architecture which is both feasible & viable

None

#### Goal Details

Currently the process of developing and delivering Fiori applications is expensive, cumbersome and not very mature but because of increasing pressure on Ux deliverables, we have to ensure that we can: 1. Build Tools/Frameworks for Developers to be able to deliver beautiful and consistent

new applications 2. Since the task is big, we should also build some accelerators for developing, testing and designing new generation applications. 3. Also ensure lifecycle aspects of Fiori and Ux Adoption through architecture inputs, delivering re-usable components and Implementation experience fixes.

Goal Name	To accelerate Adoption of Fiori within SAP and for our customers/Partners by Tools/Frameworks
How success will be measured	Delivery of Tools to accelerate Fiori/Ux Goals and customer feedback
Start	01/01/2014
Due	12/31/2014
Complete	0.0
Status	None

#### Other Details

Tasks: N/A

Milestones: N/A

Targets: N/A

## SAP Passions

This section is for evaluating the extent to which an employee demonstrates each SAP Passion during the performance cycle. Please provide examples and rate the Passions before moving on to the next section.

### Success

We measure our success by our customers' success. Commit to the success of customers, partners, colleagues, and SAP. The SAP competencies that help to describe this passion are Customer Focus, Business Acumen, Strategic Thinking and Innovative Thinking.

**Anand's Rating**  
Outstanding Performance

**Abdul Hakeem's Rating**  
Outstanding Performance

**Anand's Comment**  
Comments not provided

**Abdul Hakeem's Comment**  
Comments not provided

### Accountability

We embrace accountability and always make good on our promises. Keep your word by executing on commitments we have made to ourselves and others. The SAP competencies that help to describe this passion are: Challenge Complexity, Change Agility and Results-Driven

**Anand's Rating**  
Extraordinary Performance

**Abdul Hakeem's Rating**  
Outstanding Performance

**Anand's Comment**  
Comments not provided

**Abdul Hakeem's Comment**  
Anand does an extremely good job as an individual contributor. It is now time for him to learn to delegate to other members in the team & extract the same level of execution as he expects of himself

### Professionalism

We exhibit professionalism by consistently delivering quality work. Act with integrity, treat others with respect, pursue personal expertise, and execute with discipline. Demonstrate professionalism with Self-Development.

**Anand's Rating**  
Extraordinary Performance

**Abdul Hakeem's Rating**  
Extraordinary Performance

**Anand's Comment**  
Comments not provided

**Abdul Hakeem's Comment**  
Comments not provided

### Integrity

We are honest and fair and take responsibility for all our actions. Treat our customers and co-workers with sincerity and respect. The SAP competencies that help to describe this passion are: IT Principles & Data Security and Quality Focus

**Anand's Rating**  
Extraordinary Performance

**Abdul Hakeem's Rating**  
Outstanding Performance

**Anand's Comment**  
Comments not provided

**Abdul Hakeem's Comment**  
Comments not provided

### Teamwork

We value teamwork because it enables us to exceed our individual limits and share greater success. Take

personal initiative in collaborating to achieve success. Demonstrate teamwork with Teamwork & Collaboration and Engagement with Partners & Third Parties.

**Anand's Rating**  
Extraordinary Performance

**Anand's Comment**  
Comments not provided

**Abdul Hakeem's Rating**  
Successful Performance

**Abdul Hakeem's Comment**  
Comments not provided

## Trust

We work for each other's success and take personal responsibility for all of our relationships, be it with customers, partners, or colleagues. The SAP competencies that help to describe this passion are: Communication and Intercultural Sensitivity

**Anand's Rating**  
Extraordinary Performance

**Anand's Comment**  
Comments not provided

**Abdul Hakeem's Rating**  
Successful Performance

**Abdul Hakeem's Comment**  
Comments not provided

## Overall Comments

### Overall Comments Section Overall Comment

#### Anand's Comment

Being new to client side web programming, I have started this year with main focus on improving my technical skills in web programming and to become an expert. I have not only gained expertise in SAPUI5, Fiori, Javascript, HTML5, CSS3, jQuery but also in various libraries like d3, Polymer, Angular, programming in node.js (additionally Three.js for 3D programming, web Audio API). I could make architectural decisions, design applications, experiment with various approaches that will help not only decide the libraries to use but also the best approach. I was able to provide guidance and help to other team members whenever required. Currently I am focusing more on handling roles such as Product ownership and Project management along with my development activities. My goal is effectively handle these roles, provide more visibility for BLR team and contribute in the success of overall projects from PI UXD team.

#### Abdul Hakeem's Comment

Anand is a very important member in my team. He is slowly graduating from the role of an individual contributor to a team leader. He has now started taking up additional responsibilities of product management & scrum master which will give him a good grip on the tasks that you need to be proficient at the new career levels. It is time for him to take on more mentorship roles & start the exercise of building highly productive teams. This will need him to have a more open & communicative relationship with the current & new members of the team. I look forward to guiding him in these aspects in 2015 & beyond

## Performance Summary

The Managers Manual Rating is the rating of record.

**Final Score**  
Outstanding Performance

**Others' Rating**  
by Abdul Hakeem Mohamed

02/11/2015

**Rating**  
Outstanding Performance

**Abdul Hakeem's Comment**  
Comments not provided

## Signatures

When you have completed your review, you will be able to electronically sign the form. Your electronic signature will be stored in this section of the form.

**Abdul Hakeem Mohamed**

02/11/2015

Comments not provided

Anand Nidamanuru has not signed yet