FY22_360-degree Feedback_Kilimanjaro for Murali Manohar Pareek

EMPLOYEE INFORMATION

Employee ID: 30054162

First Name:

Murali Manohar

Last Name:

Pareek

Joined Date:

25/05/2022

Line Manager: Partha Bharadwaj Location:

Department Short Name (Global):

EDX IoT & Cloud

Department Short Name (Local):

EDX IoT & Cloud

Job Category/Title:

270_Development Manager_X

360-DEGREE FEEDBACK

INSTRUCTIONS:

The purpose of the 360-degree Feedback is to improve an individual's awareness of their work related behaviors and performance within Yokogawa. This form provides a mechanism for confidential feedback from others and for oneself (Conducted anonymously). Please provide feedback that is both professional and constructive.

■Yokogawa has chosen 5 different competency levels which are all defined by mountain names (FUJI, Mont Blanc, Kilimanjaro, Denali and K-II) also known as YLC Lite. You will find the respective mountain name for the employee/assessee in the title of this form. Please provide your assessment by referring to the competency description below.

■For each question, select the relevant rating from the dropdown list and provide evidence to support your answer.

Note:

For self-assessment, no need to fill in the comment box (Example) for each competency.

Customer Focus

Question

How frequently was the behavior "customer focus" exhibited? Please provide examples to support your answer in the comment box.

Definition of YLC LITE:

■K-II (Senior Management)

Has an informal brainstorming, where potential risks are raised and problems that customers are not aware of and connects them to an innovation theme of the customer organization. (Optimization of the customer organization's management is the long-term goal).

■Denali (Middle Management)

Provides professional inputs and advice that helps the customers to realize what they have not thought of before. Develops a long-term relationship with the customers through trust.

■Kilimanjaro (Management ~Middle Management)

Increases customer service levels even higher from the current level and sustains it by providing the industry/market intelligence to understand their interest. Connects it to service.

■Mont Blanc (Professional Supervision)

Looks for the customers' latest information, issues, and expectations by talking to people in/outside the team and proposes what should be done better to increase the customer satisfaction level.

■ELLII (Skillad)

Takes responsibility in one's task area and focuses on adding value wherever possible.

Answer*

Sometimes

Comments

He is not meeting customer regularly, so it creates the gap. among the customer and expected deliverables. He should work to better engage with clients and ensure their questions or concerns are addressed in a timely manner.

Collaborates

achieve bigger goals and develops a new collaborative working style across the organization.

| Style across the organization | Style across the organiza

Sometimes

Comments

He is professional in his work but is unwilling to give advice to others, for example, he is done technical discussion with team but the final output he has kept in hidden. not share the proper information about the project.

Challenge

Question:

How frequently was the behavior "challenge" exhibited? Please provide examples to support your answer in the comment box.

Definition of YLC LITE:

■K-II (Senior Management)

Defines the current group company's state and future to-be state, and strategizes sustainable growth, and sets the goals to achieve it. Empowers the team to be ambitious and exceed the goals.

■Denali (Middle Management)

Pursues the end goal and takes responsibility for the team. Sets a higher goal than expected of oneself and leads the team to the goal.

■Kilimanjaro (Management ~Middle Management)

Sets higher and bigger goals than prior year and empowers to move self and the team members toward achievement. Does not give up on stretching and keeps track of progress through regular feedback at each milestone.

■Mont Blanc (Professional Supervision)

Takes up challenging goals and sets a higher-performance standard for oneself. Persistent to achieve them.

■FUJI (Skilled)

Has clear targets professionally and aims to achieve them with a healthy sense of competition among other team members, motivating each other.

Answer*

Sometimes

Comments

In workplace there are so many challenges on daily basis sometimes he accepted and sometimes he is not ready for that. ex. if sudden meeting planned in this situation, he totally surrenders Infront of customer.

Drives Engagement

Question:

How frequently was the behavior "drives engagement" exhibited? Please provide examples to support your answer in the comment box.

Definition of YLC LITE:

■K-II (Senior Management)

Speaks and shares own opinion on 'making a difference to the world and society' dream and interested in others. Has a resourceful and wide range of topics that are attractive to others.

■Denali (Middle Management)

Creates a motivating work environment that sustains the organization's morale and commitment at the highest level. Provides flexible work process for everyone to decide on their areas of accountabilities.

■Kilimanjaro (Management ~Middle Management)

Creates a work environment that motivates team members. Makes opportunities for individuals to aspire to higher goals and allow them to be flexible in timing and doing things in their way.

Answer*

Sometimes

Comments

He should improve a driving team. He is not sharing the proper information among the team so that team could help to accelerate the work.

SUMMARY

Overall Form Rating

3.0/5.0

Name		Rating	Weights
360-D	egree Feedback	3.0/5.0	
Cus	stomer Focus	Sometimes	
Coll	laborates	Sometimes	
Cha	allenge	Sometimes	

Name Rating Weights

Drives Engagement Sometimes