

FY22_360-degree Feedback_Kilimanjaro for Murali Manohar Pareek

EMPLOYEE INFORMATION

Employee ID: 30054162	Location:
First Name: Murali Manohar	Department Short Name (Global): EDX IoT & Cloud
Last Name: Pareek	Department Short Name (Local): EDX IoT & Cloud
Joined Date: 25/05/2022	Job Category/Title: 270_Development Manager_X
Line Manager: Partha Bharadwaj	

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.
 - FUJI (Skilled)
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

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

Definition of YLC LITE:

- K-II (Senior Management)Strategizes collaboration by bringing in the market/industry intelligence and building partnership with other companies.
- Denali (Middle Management)Fosters a culture of working together across the different organizations and provides the process where everyone works toward achieving goals. Drives the allied forces to produce required results.
- Kilimanjaro (Management ~Middle Management)Collaborates and supports each other to

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

■Mont Blanc (Professional Supervision)

Initiates to help and support others beyond own team and across different teams. Brings a topic/task to the other teams and proposes to work together.

■FUJI (Skilled)
Seeks and asks someone who has the right skillsets and offers own skillsets to those in need. </p></div>
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Name	Rating	Weights
Drives Engagement	Sometimes	