

Bekal, Dhanush

Performance Development- 2022

Evaluated By Srinivasan, Kishore

Employment Details

Location - Brillio - Bren Optimus

Department - CTO Office

Job - Senior Software Development Engineer

Manager - Kishore Kumar Srinivasan

Overall Summary

	Worker	Manager
Overall Assessment	Achieves Goal	Achieves Goal
Comments	Able to achieve goals in limited time.	Dhanush is a fresh grad , vibrant and passionate towards full stack engineering.This has been a learning year for him and gave him guidelines for successful 2023.

Goal Setting

- We care :

Description	I commit giving back to the community we thrive in
Success Criteria	Actively participate and contribute to brillio sustainability program (bringing smiles): average 3hr per quarter
Start Date	07/18/22
Status	
Target Completion Date	12/31/22
Weight	10%
Manager Assessment	Achieves Goal
Manager Comment	Keep up the good work and participate in more such events going forward

- Continuous Learning :

Description	Adding new tech through learning path
Success Criteria	Two Job/Function relevant certifications in an year

Start Date 01/01/22

Status

Target Completion Date 12/31/22

Weight 15%

Manager Assessment Achieves Goal

Manager Comment Agreed, upskill yourselves technically and functionally apart from organizational initiatives

- Innovations and Ideas :

Description I Brining in Growth Mindset, Innovation, Ideas and challenge status quo

Success Criteria 3-Ideas or 1-Validated Solution or Deliver One Tech Thursday Session

Start Date 01/01/22

Status

Target Completion Date 12/31/22

Weight 15%

Manager Assessment Achieves Goal

Manager Comment Good to know. Please engage yourselves in lot of tech forums and present your ideas to the wider group.

- Drive Thought leadership :

Description I Brining in Growth Mindset, Innovation, Ideas and challenge status quo

Success Criteria Two Blog/Case Study/Article/Whitepaper/Webinar in an year

Start Date 01/01/22

Status

Target Completion Date 12/31/22

Weight 15%

Manager Assessment	Achieves Goal
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Manager Comment	Good and try to publish the same within end of the year
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- Timely Delivery :

Description	I Strive to excel with timely & quality delivery and bring best version of myself
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Success Criteria	My "overall" ranking score >=85 in brillioOne-OneInsights
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Start Date	07/18/22
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Status	
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Target Completion Date	12/31/22
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Weight	30%
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Manager Assessment	Achieves Goal
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Manager Comment	Since "Customer Success" is one of our core values, please stretch yourself to deliver on time
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- High Quality :

Description	Commit to delivery high quality code with best practices
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Success Criteria	Overall code coverage is >=80% for assigned module(repo) Overall technical debt is <5.0 for assigned module (repo) One Automated Solution in an year
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Start Date	01/01/22
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Status	
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Target Completion Date	12/31/22
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