

# Rayachoti, Ram

Performance Development- 2024

Evaluated By

## Employment Details

Location - Brillio - Hyderabad

Department - Vertical

Job - Senior Software Development Engineer

Manager - Talluri Harish

## Overall Summary

	Worker	Manager
Overall Assessment	No assessment	No assessment
Comments	No Comments Provided	No Comments Provided

## Goal Setting

- Personal Development:

Description

1.Continuous learning - Technical certifications aligned to account strategy & Vision  
2.Career Development: Understand role architecture and use skillprism tool to identify career path and development plan with manager  
3.Attending self/manager nominated trainings promptly  
4.Soft Skills development

Success Criteria

1. Industry recognised Technical certification - 2 per year relevant to the area of operation/project/Org focus  
2. Complete at least 2-3 trainings every quarter to improve skills/competency base  
3. Visible improvement in soft skills / reporting, documenting competencies related to project  
4. Identify and complete actions in development plan aligned to career path - 100%

Start Date

01/01/24

Status

Target Completion Date

12/31/24

Weight

15%

Manager Assessment

No assessment

Manager Comment

No Comments Provided

- Technical excellence:

Description

1.Evaluate options - Using most appropriate technical stack/tech components in deliverables .

- 2.Improve technology rigour - Build Reusable/Proof of concepts.
- 3.Disciplined estimation.
- 4.Imparting technical sessions aligned to practice & project requirements/vision.
- 5.Create/Improve technical/process artefacts.
- 6.Domain knowledge and expertise.
- 7.Peer code review & updation of baseline documents.
- 8.Proactively calling out potential blockers.

Success Criteria    1.ZERO Stakeholder concern on appropriateness of component/tech stack usage / Understanding of requirements  
 2.Reusable/Proof of concepts - 1+ per Quarter  
 3.100% compliance to agreed NFR  
 4.Artefacts - 1+ per Quarter  
 5. Appreciation or awards from stakeholders for technical expertise-at least 2-3 in a year  
 6. Expand skill base in a new domain or technology

Start Date    01/01/24

Status

Target Completion Date    12/31/24

Weight    35%

Manager Assessment    No assessment

Manager Comment    No Comments Provided

#### - Team Work & Collaboration:

Description    1.Active/On time participation in project & team events.  
 2.Proactively extending support to peers.  
 3.Prompt response to mails & meeting invites.  
 4.On time updates to all stakeholders.  
 5.Timesheet & Dialogue compliance.

Success Criteria    1.Anchoring team events - 1+ per month  
 2.Appreciations/awards on Thanks App /Public applauds/client appreciation (define number based on scope)  
 3.Timesheet/Leave & Dialogue compliance - 100%  
 4. On time availability in relevant meetings - 100%

Start Date    01/01/24

Status

Target Completion Date    12/31/24

Weight    15%

Manager Assessment    No assessment

Manager Comment    No Comments Provided

#### - Delivery excellence:

Description 1.Proactiveness to gather all necessary inputs to ensure on time delivery with right quality  
2.Demonstrated ability to achieve committed Velocity and owning up task  
3.Following published processes, coding standards & Conventions  
4.Continuous improvement - Enhancing Internal code review checklist/standards & Improving coding compliance scores  
5.Deliver 'first-time-right' attitude

Success Criteria 1.Adherence to published coding standards & conventions - Compliance 90% +  
2.On time delivery meeting quality standards - 100 %  
3.Proper handshake with peers / avoiding depenedies - 100%  
4.Code review comments/issues 80% Green

Start Date 01/01/24

Status

Target Completion Date 12/31/24

Weight 30%

Manager Assessment No assessment

Manager Comment No Comments Provided

#### - Organizational Development:

Description 1.Promoting referrals & Brillio branding.  
2.Actively participate and contribute to at least 2 practice initiative.  
3.Instances of participation in CSR initiatives, Cultural & Fun Clubs etc..

Success Criteria 1.Conducting/Participating in team/org events : > 3 per year  
2.Use social media and team events for internal and external Brillio brand development  
3.Conducting/Participating in events : > 3 per year

Start Date 01/01/24

Status

Target Completion Date 12/31/24

Weight 5%

Manager Assessment No assessment

Manager Comment No Comments Provided

#### Signatures

Worker \_\_\_\_\_

Date \_\_\_\_\_

Manager \_\_\_\_\_

Date \_\_\_\_\_