

## IBM Confidential: 2020 Global Performance Assessment for Chaitanya CC

### Assessment Workflow

Once you submit your assessment, your manager will be able to start the review process. Your manager will then review your assessment with your Upline manager. Following the management review, you will be able to discuss your final assessment with your manager.

### Employee Information

First Name	Chaitanya	Title	Associate System Engineer
Last Name	CC	Band	6A
Global Manager	ARUMUGAVEL BALAIAH		

### Accomplishment Snapshot

Your Accomplishment Snapshot captures all the goals, progress and results documented in your Goal Plan. You may keep updating your [Goal Plan](#) until you submit the form to your manager; once submitted, you will no longer be able to edit the information. Your year-end discussion with your manager will draw on many sources including: your Performance Assessment Form; multi-source feedback; manager observations; key metrics; and employee insights.

#### Goals

Ensure highest quality standards and meet delivery deadlines on all deliverables. Show business value adds. Show On time submissions of all applicable reports. Adherence to Checkpoint timeline / Leave hours clocking/ HPT Compliance / BCP Compliance. Overall adherence to all audits , submissions , reviews as per organization guidelines.

On Track

### Goal Details

Progress/Feedback	1. Chaitanya CC 12/15/2020	Dimension(s) related to this goal	1. Business Results
	1. Have always adhered to all the processes, submitted ILC clocking on time and completed all compliance trainings as well. 2. Have always delivered high quality of work and finished up the work with in the deliverable deadline. 3. Always added value to business with my inputs and feedback whenever it was required.		

#### Goals

Dedication to every client's success. Listen for need and find opportunities to bring new ideas and add value. Partnering with all relevant IBM stakeholders, you focus on outcomes, helping every client success. For GBS, Individual project goals and result Deliver value adds to the client.

On Track

## Goal Details

1. Chaitanya CC  
12/15/2020

Platform Liberty :

1. Maintained complete Hygieia setup both from UI side and server side as per the client requirement.
2. Took charge on the Jenkins, and maintained and doint it yet for all the project liberty clients and resolving the issues when faced.

JENKINS :

1. First point of contact for Jenkins tools and always there if any issue arises and fixed it.
2. Took part of all Jenkins up-gradations, Jenkins slaves both automation-slaves and jnlp slaves and docker slaves.
3. Making availability of all the tools clients required on all the slaves.

HYGIEIA :

1. Updated Hygieia UI from node UI to angular js based UI.
2. On boarded all the projects available in Project Liberty.
3. On boarded Etihad native tools to Hygieia.

Progress/Feedback

Dimension(s)  
related to this  
goal

1. Client Success

## Goals

Interacting with other team members to achieve project goals to ensure project success by understanding their project requirement.

On Track

## Goal Details

1. Chaitanya CC  
12/15/2020

CTR :

1. Got requirement from CTR project to make availability of Selenium setup in one of the automation slaves.
2. Selenium testing with headless chrome, headless firefox dependency of gecko

Progress/Feedback	driver is now available in slave1-automation and slave1-jnlp slave.	Dimension(s) related to this goal	1. Responsibility to Others
2.	Chaitanya CC 04/28/2020 1. Always maintained a good bond with other team members. 2. Frequently discussing about project requirement and issues facing in different projects. 3. Getting help or helping other team members to achieve the project goals.		

#### Goals

Learning new technologies, improving skills and applying them in project to achieve project success in very efficient way.

On Track

#### Goal Details

- Chaitanya CC  
12/15/2020  
Sysdig :  
As part of Technology Refresh,  
Got sysdig requirement to implement on liberty test cluster.  
We have to implement in 3 phases.  
Phase-1 :  
1. Single pane of glass monitoring view of all components related to a hybrid application from one place  
2. Ability to perform security monitoring and conduct forensic analysis  
Phase-2 :  
1. Instrumentation free monitoring  
2. Ability to bring Istio Service Mesh and application metrics to one place  
Phase-3 :  
1. Single pane of glass visibility in a multi-cloud environment  
2. Ability to perform security monitoring and conduct forensic analysis from a central location in a multi-cloud environment

Progress/Feedback	1. Installed sysdig as a operator on liberty test cluster and enabled sysdig monitoring and security. 2. Use cases which we have worked on Sysdig Secure. a. Custom Webhook creation and triggering alerts to net cool	Dimension(s) related to this goal	1. Skills
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- omni bus.
- b. Enabling capture to the alerts.
- c. User commands in Activity Audit.
- d. Enabling capture to get incident in-sights.

DataDog :

- 1. Installation of JAVA APM to the test Jenkins application is done and now we are monitoring test Jenkins instance in the datadog.
- 2. Installed in test liberty cluster insted of production as we already have newrelic over there.

Hygieia :

- 1. Worked on Hygieia tool to monitor Liberty tools( Jira, Git Lab, GitHub, Jenkins, Sonar, UCD, ) on single dashboard.
- 2. completed setting up the Hygieia tool for both Prod instances and Test instances.

#### Goals

Deliver value add to the customer through creative assets and accelerators by participating and developing PoC in the new growth platform. Contribute to IBM's knowledge base and develop reusable intellectual capital, as measured by contribution of work products and thought.

On Track

#### Goal Details

- 1. Chaitanya CC  
12/15/2020  
IBM COS Bucket attachment to Artifactory Instance :  
1. Successfully completed PoC on IBM COS Bucket attachment to test Artifactory Instance and it was working as expected.  
2. While implementing the same in production facing issues.

Progress/Feedback

PoC on Selenium testing :  
1. successfully completed PoC on selenium testing with headless chrome, headless firefox in test enviroment.  
2. Successfully completed implementing the selenium testin in production enviroment and CTR confiremed on job success.

Dimension(s)  
related to this  
goal

- 1. Innovation

## Dimension Ratings

Your Performance Assessment covers five dimensions: Business Results; Client Success; Innovation; Responsibility to Others; and Skills. For each dimension, you will receive a rating based on the 3-point rating scale: Exceeds; Achieves; and Expects More. You can find out more about the dimensions and ratings below. Remember that, woven throughout each of the five dimensions is the fundamental expectation and requirement that we act ethically, with integrity, and adhere to the Business Conduct Guidelines and other IBM policies and processes.

### Business Results

Your achievement against agreed goals. In order for the employee to be rated;

- EXCEEDS: Exceeded all objectives and delivered outstanding results on all relevant measures.
  - ACHIEVES: Accomplished agreed upon goals and outcomes delivering key committed business and financial objectives.
  - EXPECTS MORE: May have demonstrated good effort, but has not yet delivered key, committed objectives
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### Client Success

You are passionate about every client's success, so you put them first, listen for need and find opportunities to bring new ideas and add value. Partnering with all relevant IBM stakeholders, you focus on outcomes --helping every client succeed however they measure success. In order for the employee to be rated;

- EXCEEDS: Exceeded client expectations on all measures while delivering outstanding client outcomes.
  - ACHIEVES: Consistently put the client first. Delivered successful outcomes as experienced by the client.
  - EXPECTS MORE: May be client-focused, but has not yet delivered successful client outcomes.
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### Innovation

You are a forward thinker. You seek out grand challenges as well as incremental improvements -- whether in technology or in how you work and in what you deliver. In order for the employee to be rated;

- EXCEEDS: Demonstrated eminence through delivering high impact or breakthrough innovation.
  - ACHIEVES: Demonstrated innovation that matters by consistently bringing new ideas that solve a business or technical problem.
  - EXPECTS MORE: May pursue opportunities to apply innovation, but has not yet solved business or technical problems with innovation.
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### Responsibility to Others

You prioritize collaboration and focus on building trust and earning it anew every day, in every relationship -- with IBMers, clients, partners and more. For those of you entrusted with management or executive responsibility, this includes your effective leadership and showing personal interest in IBMers, their careers and their development. In order for the employee to be rated;

- EXCEEDS: Sought out and known for collaboration and helping others to succeed.
  - ACHIEVES: Built trust and collaborated with others effectively, improving both individual and team capability.
  - EXPECTS MORE: May collaborate, but has not yet contributed to improved team capabilities.
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### Skills

IBMers are dedicated to growing skills that matter to our business and to being essential now and in the future. You continuously find opportunities to learn and apply new skills strategic to IBM and needed to be successful in your role. You are recognized for your expertise and you share it with others. In order for the employee to be rated;

- EXCEEDS: Learned and applied new, relevant skills to own role, and successfully transferred relevant skills to others.
  - ACHIEVES: Developed new, relevant skills or deepened existing skills, and applied them consistently in own job role.
  - EXPECTS MORE: May have taken opportunities to grow or acquire new skills, but has not yet consistently applied them in own job role.
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