MyCRISIL

Annual Review Form 2019 Upto 12A for Madhumilind Sunil Toraskar

Attachment by Employee

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Guidelines

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- Click here to refer to the New PMP Handbook

Summary

Rating
2.95/4.0

	Rating	Weight
Business/Company Performance	unrated	12.0% of total score
Individual Goals	2.63	48.0% of total score
Customer Feedback / Stakeholder Management Stakeholder Feedback	2.0 - Full Achievement	18.0%
Partner with IT firms to strengthen product development and delivery capabilities. Undertake initiatives to improve productivity across businesses.	4.0 - Extraordinary Achievement	10.0%
Process Adherence / Audit & Risk Management / Process Definition	2.0 - Full Achievement	10.0%
Training / Self Development	3.0 - High Achievement	10.0%
Competencies	3.33	40.0% of total score
Accountability- Commitment to Deliver and Owning the results	2.0 - Full Achievement	13.33%
Excellence - Demonstrate Domain Knowledge and Agility in Approach (Enabling Functions)	4.0 - Extraordinary Achievement	13.33%
Problem Solving- Finding Solutions to Problems and Innovating.	4.0 - Extraordinary Achievement	13.34%

Business/Company Performance (12.0%)

Individual Goals (48.0%)

Customer & Stakeholder Management   18.0% of total score
Customer Feedback / Stakeholder Management
Stakeholder Feedback

Manager Rating	Employee Rating	Delta
★★☆☆☆	★★★★	
Full Achievement	Extraordinary Achievement	-3.0 -2.0 -1.0 0 1.0 2.0 3.0

Madhumilind Sunil Toraskar's Comments

The first in-foremost activity I successfully managed to do was to heal the divide between Business and Development team, and within Development team the culture of collaboration, trust and respect. When this culture was taking shape, the confidence was getting high with trust being developed and team members enjoying the work they do then we were able to deliver the following since May 2019.

BAU - Risk Ratio Project under Financia was bought to closure on 19th September 2019, this was been worked upon since November 2018 due to many constraints. I worked with all stakeholders involved to understand the bottleneck and with agreed scope delivered on stated timeline. Also Following Features in various BAU projects were delivered, deployed to production or bought to conclusion in agreement with Business :

1) **CPR Ranking bug**
2) **DSP Factsheet.**
3) **SD file in MFHK.**
4) **IPru Factsheet Automation(Change in Debt Quant)**
5) **Performance tuning in P2P Report(CFA-7) :**23-Sep-2019
6) **CITI Feed File(New requirement): :**30-Sep-2019
7) **IPru Factsheet Automation(Change in Dividend History) :**26-Sep-2019
8) **Bajaj Capital Feed file :**30-Sep-2019
9) **CITI Feed File(change in top 10 company) :** 30-Sep-2019
10) **CITI Feed File(GOI change) :** 04-Oct-2019
11) **IPru Factsheet Automation(Change in Dividend History) :** 26-Sep-2019
12) **Sensitive Sector (IRS) implementation in CFA7** : 08-Nov-2019
13) **Company concentration report :**08-Nov-2019
14) **Exit load format changes :**15-Nov-2019
15) **Avendus Requirement + Previous PHC bug fix [PHC]:** 18-Nov-2019
16) **Asset Quality reportà** merged with MFRT Ranking Review
17) **FD Details :** 02-Dec-2019
18) **PHC (Changes: Bond report - to be merged with other investment,Rating distribution - segregating the existing rating buckets,IRS Score - Needs to be updated) [Madan/Sukrati]: :** 29-Nov-2019
19) **IPru Factsheet Automation (Bug fix for Finance & Portfolio process) :** 28-Nov-2019
20) **Index values import file format changes (**due to change in file format from source**) :** 06-Dec-2019
21) **Change in AMFI performance for IPRU for adjusted NAV & composite benchmark calculation** (**Yogita**): On hold. Ops ask to keep it on hold till further notice.
22) **Data push in nucleus via Kafka :**On hold.
23) **CITI Feed File(change requested by client):** Discussion is done, no changes required. But awaiting for client confirmation.
24) **Upload dividend changes : 23-Dec-2019**
25) **Validation in company Master(duplicate company check) :23-Dec-2019**
26) **Changes in Ticker Series : 23-Dec-2019**
27) **IPru Factsheet Automation (Added two new scheme to compute 7,15,30 days return, now it will control from property   file) :**30-Dec-2019
28) **CFA-7 deployment for External client**
29) **FIDB Module: Rating Import (validation)**

30) **Different Browser compatibility (Safari)**

31) **Quantix IPS MF.**

32) **Rating Master UPDATE (with Rank order)**

33) **FIDB : import for Face value security wise :**02-Dec-2019

34) **AMFI performance report(P2P Feed File) :** Parallel run completed in Production, and pointed it to main table (26-Dec-19).

35) **Quantix Portfolio Report (New Report) : 19-Dec-2019**

36) **Quantix NAV Report (New Report Complete) : 19-Dec-2019**

External Projects

A**lphaTrax**:
Since the waterfall approach was followed in building the product before, by the time the product was ready, market demanded more features. With this as clients providing features to be build upon I suggested we use Agile Scrum framework with engaging the customer early in terms of readiness of features and delivery of features in their UAT for early use. Also as Plan B I suggested we go with existing UI and parallely team shall work with third party UI/UX team who shall develop the new UI and backend service integration, CRISL's IT team shall provide JSON endpoints.This idea has worked as all new 16 features are being developed on existing UI, third party UI/UX development has not yet started.
On Client demos, we never had Production ready environment for Wealth Tracker (WT) demos, Business were not happy with how frequent the env's were not working during demos, addressed this by taking up the Cloud initiative, WT was successfully deployed on AWS cloud instance within a week with data streamlined, now T-1 data is available for demo, earlier data was available until 31st December 2018. Also fixed frequent logout problem.

Quantix-IR:

NAV Scheme, Portfolio Reports production release along with IPS and multi-browser support in Quantix-IR was done with limited resources and managing Business sentiments.

Additional Ratings and Comments

Comments by Saurin H Shah

No escalations reported

Goal Details

Measure	Poll score (All Grades) - 50% Superior feeddback - 50%	Target	Year End 4 Point Scale Poll conducted with Managers & Above FA, HA, EA - Directly from Polls
Weight	18.0%		

Operational Excellence   10.0% of total score

Partner with IT firms to strengthen product development and delivery capabilities.
Undertake initiatives to improve productivity across businesses.

Manager Rating	**Employee Rating**	**Delta**
★★★★	★★★★	-3.0 -2.0 -1.0 0 1.0 2.0 3.0
Extraordinary Achievement	Extraordinary Achievement	

Madhumilind Sunil Toraskar's Comments

Help coach team in following Scrum and Kanban methodology into becoming a high performing team.
Guard the team from external distractions and coach the Agile process and mindset in the development team.
Helped the developers with usage of GIT distributed version-control system for tracking changes in source code during software development, AlphaTrax, Quantix-IR projects use 100% GIT CLI.
Supported Business and operations teams under all possible constraints within respective context.
Managed team of on-roll and off-roll Software Developers and Engineers, help them to visualize, communicate and remove impediments from the team, this was achieved as I am a pragmatic programmer who understands what is needed to get things done. Co-architected microservices architectures, API-based and event-based communication in AlphaTrax and Quantix-IR products and various projects under BAU.
Deployed Wealth Tracker application on AWS cloud for demo purposes, managed to keep cost under control by switching off instances for ~ 10 hours per day.
Help resolve technical challenges the team faces. Build complete CICD pipeline of undertaking projects using Jenkins. Key stakeholder in development and management of NPI/NTI. Develop PoC's in latest technologies including Chatbot using IBM Watson API's where I helped 2 interns right from the inception of Chatbot idea to delivering a potentially ship-able usable product, NewsFeed API using Tensorflow, Keras for demo with clients such as Fidelity, Mercer. Connect with different Software Vendors to collaborate in specific client requirements. Plan, schedule, track and manage overall project execution. Identify process and product improvement opportunities. Effective management of project metrics such as effort, schedule, product and process quality. Planning, coordination, execution, delivery and release of complex cross-team engineering initiatives. Identifying and address bottlenecks and impediments for cross-team work. Identifying key cross-team decisions and facilitate discussions that drive to consent. Negotiating scope and managing trade-offs for delivery and cost/benefit process improvement decisions. Facilitate a collaborative, open and transparent environment. Managing progress, risks and issues with teams and stakeholders. Proactively communicate with stakeholders and the wider community to explain what's going on.

Additional Ratings and Comments

Comments by Saurin H Shah

Very collaborative across teams to achieve objective
Helped boost productivity

Goal Details

Measure	F&FI BAU WT Phase 2 DevOps	Target	Percentile Based

Weight	10.0%

Risk & Control   10.0% of total score

Process Adherence / Audit & Risk Management / Process Definition

Manager Rating	Employee Rating	Delta
★★☆☆☆	★★★★☆	
Full Achievement	High Achievement	-3.0 -2.0 -1.0 0 1.0 2.0 3.0

Madhumilind Sunil Toraskar's Comments

Helped Developers in WealthTracker, Quantix-IR and BAU projects to understand the VAPT issues and fixing them with highest possible technical quality on time, for this coordinated with VAPT team members to gain understanding of the open issues, retest with every delivery and ensured these issues do not occur in other products.

Implemented CICD using Jenkins pipeline for AlphaTrax both Backend and Frontend uptil UAT env. in very unique way and helped SLV-II team built it along with CI for BAU projects on Java stack. The features of Jenkins CICD builds have helped save more than 20 days of manual build and deployment time. The ability to select Branch from Bitbucket, select environment and the microservice; then API endpoint validation via JMeter integrated with each build; then JMeter Performance testing as freestyle Jenkins that provided various useful metrics and comparison of performance with varying loads and concurrent hits with previous builds. Also integrated Jenkins Bot that is vetted with WebEx Team space, here each team member of AlphaTrax project gets notified about Jenkins build even on his cellphone and indication on his workstation. We have also integrated Sonar analysis as part of CI for most of the applicable projects.

I've also enforced code reviews of all developed feature before merging the code base to 'develop' branch from custom branch. Helped in Dockerization of WealthTracker.

Additional Ratings and Comments

Comments by Saurin H Shah

fair job

Goal Details

	Measure	VAPT Closure, Completing all trainings on Time, Jenkins, MAVEN, CI/CD, Sonar, Compliance, Dockerisation, Code Quality	Target	Application development life cycle using tools.[CCB] VAPT- No open vulnarabilities all points get close on time. Other Audit- There should not be open points. All points shold get close on time. High availibilty [DR) of application , Password change activity should happen as per time lines
	Weight	10.0%		

Talent & Culture   10.0% of total score

Training / Self Development

Manager Rating	Employee Rating	Delta
★★★★☆	★★★★☆	
High Achievement	High Achievement	-3.0 -2.0 -1.0 0 1.0 2.0 3.0

Madhumilind Sunil Toraskar's Comments

I've attended Agile transformation training and as CSM and CSPO certified have implemented good Scrum practices in managing BAU, AlphaTrax and Quantix-IR projects , also attended RedHat DevOps training, reading books on bitcoin, blockchain, cryptocurrency, blogs on Agile, Scrum. Training's on Coursera, Udemy, LinkedIn is a continuous activity.

I've an insatiable appetite for learning new things and improving existing ones and I care about learning in a continuous fashion.

Additional Ratings and Comments

Comments by Saurin H Shah

Have good attitude to learn new things

Goal Details

Measure	Training / Self Development	Target	Target For Training /Self Development: FA: 1 Skill Upgrade (Technical / Soft) HA: 1 Skill Upgrade + 1 Efficiency Improvement Project / 1 Professional Certification EA : 1 Skill Upgrade + 1 Efficiency Improvement Project + 1 Professional Certification
Weight	10.0%		

Competencies (40.0%)

Click on Expand All to view the Behavioural Descriptors of the competencies.

Accountability- Commitment to Deliver and Owning the results   13.33% of total score

Accountability- Commitment to Deliver and Owning the results Behaviour Statements

1- Partial Achievement : Commitment to deliver expected work deliverables for self ad/or team and/or adherence to policy and regulations is only seen partly, and thus not consistently and/or in all situations. Work deliverables, if not supervised, may see lapses. Instances of lack of ownership of actions or results or owning-up ones' (and teams) mistakes seen, that may also affect the quality of deliverables.

2- Full Achievement : Demonstrates adequate commitment to deliver expected work deliverables. Also, displays initiative to support larger leam deliverables/supervisor. Takes complete responsibility of actions taken by self/ team, results and owns up mistakes. Adheres to policies and regulations.

3- High Achievement : Demonstrates not just strong commitment to deliver expected work deliverables of self, but also displays initiative to support the larger team deliverables / supervisor. Proactively works on process and control enhancements, and putting forward suggestions for management review. Takes complete responsibility of actions taken by self/ team, results and owns up mistakes. Proactively comes up with ideas to rectify the mistakes. Thus, fosters a "No Excuse" culture. Adheres to policies and regulations.

4- Extraordinary Achievement : Demonstrates exceptionally strong commitment not just on expected work deliverables or initiative in supporting the team/supervisor, but also proactively works on process and control enhancements. Is able to inspire others to `own up'. Takes complete responsibility of actions taken by self/ team, results and owns up mistakes. Anticipates problems and plans towards surer outcomes with limited scope for any mistakes. Inspires others in the way policies and regulations are adhered to.

Rating	Employee Rating	Delta
★★☆☆	★★★★	
Full Achievement	Extraordinary Achievement	-3.0 -2.0 -1.0 0 1.0 2.0 3.0

Please share instances where you have exhibited the above behaviours

Extraordinary Achievement in helping the team jell as a single unit, strategic thinking about delivering AlphaTrax project, helping Quantix-IR team come out of Blub paradox in delivering as per Business expectations.

Additional Ratings and Comments

Comments by Saurin H Shah

Good accountability

Excellence - Demonstrate Domain Knowledge and Agility in Approach (Enabling Functions)   13.33% of total score

Excellence - Demonstrate Domain Knowledge and Agility in Approach (Enabling Functions) Behaviour Statements

1- Partial Achievement : Demonstrates limited understanding and knowledge of own function, market/ industry trends, regulatory environment and CRISIL's offerings which may adversely impact the work fulfilment for stakeholders (Internal/External) they support. Very few instances of ensuring service levels are reviewed and implemented with tenacity and consistently across all processes often leading to sub-par service. Relatively slower in adapting to changes and or guiding teams to adapt to changing technology, market environment, etc.

2- Full Achievement : Adequate understanding and knowledge of own function, market/ industry trends, regulatory environment and CRISIL's offerings thus meeting the work fulfilment for stakeholders (Internal/External) they support. Effectively demonstrates agility by ensuring service levels are reviewed and implemented with tenacity and consistently across all processes often meeting service agreements. Quickly adapts to changes and or guides teams to adapt to changing technology, market environment, etc. Learns from experiences, relays stakeholder feedback and effectively contributes/guides team to design of process/system changes

3- High Achievement : Demonstrates empathy, urgency, in-depth understanding and knowledge of market trends/ industry/ regulatory environment, own and competitive products / services thus often exceeding meeting work fulfilment for stakeholders (Internal/External). Demonstrates agility in delivery by quickly identifying and assimilating new requirements and mobilizes system and resources to exceed the required standard of service to stakeholders . Quickly identifies and adapts and helps the team adapt to changes in technology, market environment, etc. Learns from experiences, relays stakeholder feedback and proactive contributes/guides team to design of process/system changes

4- Extraordinary Achievement : Demonstrates empathy, urgency, expert understanding and knowledge of market trends/ industry/ regulatory environment, own and competitive products / services thus invariably exceeding meeting work fulfilment for stakeholders (Internal/External). Demonstrates agility in delivery by anticipating likely changes/enhancements/ value-additions required by constantly scanning the environment and identifies futuristic service requirements. Quickly identifies and adapts and helps the team adapt to changes in technology, market environment, etc. Learns from experiences, relays stakeholder feedback and proactively takes lead in contributing/guiding team to design of process/system changes
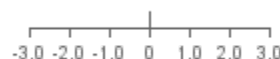
Rating	**Employee Rating**	**Delta**
★★★★	★★★★	-3.0 -2.0 -1.0 0 1.0 2.0 3.0
Extraordinary Achievement	Extraordinary Achievement	

Please share instances where you have exhibited the above behaviours

I've taken multiple informative and interactive sessions for the Development team on usage of Git, helping build Jenkins CICD pipeline, helped Interns build workable Chatbot using IBM Watson NLU, Practical Agile way of working using XP, Scrum and Kanban frameworks for different projects that help us achieve expected outcomes. I've profound understanding of software development process and agile methodologies, have experience and a passion for building, launching, and scaling great products, I'am both a people manager and technically hands-on, I excel at communication and group dynamics, enabling a sense of trust and safety. Also I've the ability to influence positively people I work with, they feel comfortable in constructively raising issues and ability in inspiring change, thrive in dealing with or resolving situations of conflict, ambiguity, and uncertainty.

Additional Ratings and Comments

Comments by Saurin H Shah

Have good technical knowledge

Problem Solving- Finding Solutions to Problems and Innovating.	13.34% of total score

Problem Solving- Finding Solutions to Problems and Innovating. Behaviour Statements

1- Partial Achievement : Partly effective in identifying and analysing the root cause of problems thus affecting the ability to find solutions/ guide the team to find solutions and address the concerns adequately.

2- Full Achievement : Effectively identifies and analyses the root cause of existing problems. Identifies relationships between specific parts of the problem and then finds solutions/ guides the team to find solutions to the problem.

3- High Achievement : Proactively identifies problems and analyses their root cause. Identifies relationships between specific parts of the problem, chalks out a detailed plan and guides the team to resolve the problem. Thinks ahead and generates creative ideas to design new frameworks/models/solutions to solve moderately complex internal or customer problems

4- Extraordinary Achievement : Anticipates problems, breaks them down into smaller parts and uses structured processes to analyse their root cause. Generates multiple solutions and evaluates them thoroughly. Chalks out a detailed plan and guides the team to resolve the problem and avoid recurrence. Proposes a back up plan for exigencies. Thinks ahead with foresight, generates unconventional or out-of-the-box product ideas and creates products/solutions to resolve complex internal and customer problems.

Rating

★★★★

Extraordinary Achievement

Employee Rating

★★★★

Extraordinary Achievement

Delta

-3.0 -2.0 -1.0   0   1.0 2.0 3.0

Please share instances where you have exhibited the above behaviours

The way we have build the Jenkins CICD pipeline has been appreciated by my Manager, Ramesh Sir and Preyash Sir, as an organization we now know the approach towards CICD and DevOps. I act as Delivery Manager for the products, work closely with our recruitment process to expand the team, including sourcing candidates, interviewing candidates, and on-boarding new employees for other businesses, I do communicate cross-functionally and drive engineering efforts in my and other teams too.

Additional Ratings and Comments

Comments by Saurin H Shah

Very strong problem solving skills.

Areas of Strength

Employee's Comments	1. I focus on inspiring, mentoring and building strong relationships with associated Developers, QA's, BA's on a personal level and help them develop their careers with practical engagement. 2. Uncanny ability to look at larger picture while solving complex problems, providing solutions. 3. Lead by example, deliver by implementing and share the knowledge gained with all. 4. Few of feedback by team members have been attached that shall talk more about my strengths.
Manager's Comments	Technical skills Setting continuous learning culture
Reviewer's Comments	

Areas of Focus

Employee's Comments	Gain more Financial domain knowledge. Attend technical conferences and commit to more online courses.
Manager's Comments	Managing & setting right stakeholder expectation Motivate and lead the change you want in organization
Reviewer's Comments	

Training Requirements

Specify 1-3 developmental inputs you would require, which will be relevant to your current job and will help you perform better? Please discuss the same with your manager	
After your conversation with the appraisee, please specify 1-3 developmental inputs (including cross-functional and on the job exposure) required to perform better in current job. If relevant, specify additional input, required for near future role/job.	Domain knowledge

Display of CRISIL Values

https://crisil.com/en/home/about-us/our-purpose.html

Manager Comment (Please highlight any specific call outs on display of CRISIL Values by the appraisee)	Innvoation

Feedback on Performance Discussion

Data shared in this section will be kept confidential and only aggregate input will be shared with Managers.

How would you rate the quality of conversation between you and your manager as a part of the year-end discussion? (Did it provide clarity on goals? Were you provided with relevant examples? Did you get the chance to discuss on development areas and way forward? Irrespective of whether you could achieve your goal or not, did you feel that the conversation was meaningful and added value to you?")

Did not have a discussion

Any other comments