**Goal Category: Organizational Goals**

**Goal\_2: Innovation (Learning & Growth Perspective)**

**Goal Statement:**

1. Measurable contribution to POC's / Coe / internal R&D (should be in the purview of 4 core tech areas).

**Measuring Criteria i.e., Milestone Success Measure**

Problem Statement and Developing a POC in the respective technology/tool (What are those Core Tech areas?)

**Period of Measure**

* 1st January 2023 to 31st March 2024

**Self-Rating:**

* 3

**Employee Comments:**

In respect of the above goal and the measuring criteria, the below activities are performed.

* Designed KiTAP utilities for UI.
* Conduct performance testing on the Kairos website and share the results to the developer team.

**Goal Set:**

1. Generate one smart idea for K-Labs (should be presentable to exec leadership).

**Measurement Criteria:**

* Creative/Innovative Idea generation and presentation

**Employee Comments:**

* Contributed innovative ideas and suggestions to add more features in the API Test Easy Tool

Below is the reference link please go through the link.

[API\_Test\_Easy\_DefectSheet.xlsx (sharepoint.com)](https://kairostechnologies-my.sharepoint.com/:x:/r/personal/ravindra_v_kairostech_com/_layouts/15/Doc.aspx?sourcedoc=%7B504A7B87-63CE-4EED-A790-F57BB9604BC0%7D&file=API_Test_Easy_DefectSheet.xlsx&action=default&mobileredirect=true)

**Goal Set:**

1. Process Improvements (find the scope of improvement in your project, automation).

**Measurement Criteria:**

* Opportunities for Improvements (OFIs) - presentation of a problem statement and a solution presentation - Process based.

**Employee Comments:**

* Consistently, I effectively express problems and suggest solutions for process improvements, showing a proactive and analytical approach to make workflows better.

**Goal Set:**

1. Minimum one demonstration to sales/ customers, internal or external (sales collateral).

**Measurement Criteria:**

* Supporting IST team with collateral related to Use cases from their respective projects.

**Employee Comments:**

* I haven't had the opportunity to collaborate with the sales team.