

Self Response:

1. Built right focus & strategy for the company. Growth, Performance & Profitability. 2. Drove profitability & we should see results soon. 3. Proud of hiring some great folks & look forward to drive culture of innovation & growth. 4. Culture of Press Release & 6-pagers

Peer Responses:

Peer Response 1:

How would you rate the team member on "Customer Obsession"? 4

Highlight a few instances of why you gave the team member a particular rating in "Customer Obsession":
Replying the Leads and timely follow-up is what needs to work upon

How would you rate the team member on "Insisting on Highest Standards"? 4

Highlight a few instances of why you gave the team member a particular rating on "Insisting on Highest Standards": Discipline, continuous follow up is the key to success with Highest Standards

How would you rate the team member on "Bias for Action": 4

Highlight a few instances of why you gave the team member a particular rating in "Bias For Action": sometime found her not been taking the key decisions on time impacting the overall action which could have resulted in lead closure

How would you rate the team member on "Ownership": 4

Highlight a few instances of why you gave the team member a particular rating on "Ownership": Own it to close it and we are bang on the path of growth

What should this person do differently?: Should be more disciplined with ownership to get more lead closure

Peer Response 2:

How would you rate the team member on "Customer Obsession"? 5

Highlight a few instances of why you gave the team member a particular rating in "Customer Obsession": She understands the clients requirements before she delivers her pitch and shows how she stands up for the brand and the customer.

How would you rate the team member on "Insisting on Highest Standards"? 5

Highlight a few instances of why you gave the team member a particular rating on "Insisting on Highest Standards": At the D2C IREC event she was very helpful in contacting the ICP customers and ensure Good connects were built.

How would you rate the team member on "Bias for Action": 5

Highlight a few instances of why you gave the team member a particular rating in "Bias For Action": She is always available for help, and collaborate and understand the teams needs and ensures a great team is built around her

How would you rate the team member on "Ownership": 5

Highlight a few instances of why you gave the team member a particular rating on "Ownership": She takes the ownership of new ideas needed in the BD team for customizing the BD pitch and deck

What should this person do differently?: She can be a little bit more careful with the follow-ups with the clients.

Peer Response 3:

How would you rate the team member on "Customer Obsession"? 3

Highlight a few instances of why you gave the team member a particular rating in "Customer Obsession": undefined

How would you rate the team member on "Insisting on Highest Standards"? 2

Highlight a few instances of why you gave the team member a particular rating on "Insisting on Highest Standards": undefined

How would you rate the team member on "Bias for Action": 3

Highlight a few instances of why you gave the team member a particular rating in "Bias For Action": undefined

How would you rate the team member on "Ownership": 3

Highlight a few instances of why you gave the team member a particular rating on "Ownership": undefined

What should this person do differently?: I think we can do a lot better. 1 thing that we do differently is ownership. If we own it we deliver it.

Peer Response 4:

How would you rate the team member on "Customer Obsession"? 3

Highlight a few instances of why you gave the team member a particular rating in "Customer Obsession": There is a lot of scope to improve here. You should not be just a responder of customer queries in the team, but a voice which understands the actual needs of the customer. Instance is how we dealt with sugar cosmetics pilot, we should have been able to understand the needs & requirements very clearly and should have been able to translate it to the team.

How would you rate the team member on "Insisting on Highest Standards"? 3

Highlight a few instances of why you gave the team member a particular rating on "Insisting on Highest Standards": Again a lot to improve, Good Result overall in the categories you have been focussing upon i.e BPC & Fashion but overall the process doesn't speak excellence. There has been lots of back & forth, the formatting of the mails, effort & writing style in follow-up mails can be improved a lot.

How would you rate the team member on "Bias for Action": 2

Highlight a few instances of why you gave the team member a particular rating in "Bias For Action": This was not upto the mark at an overall average in the last 6 months. There are countless occasions where proactive follow-up & nudges were missing from your end. Customers had to ask you the next steps. This is something which was very bad. This has improved a lot in last 1 month and I would request you to focus on it even further.

How would you rate the team member on "Ownership": 3

Highlight a few instances of why you gave the team member a particular rating on "Ownership": It is also moderate, you have to focus upon the categories and drive it to end-to-end completion. If you are picking up a deal you have to own it end-to-end, which I feel can be improved a lot. Clear your mind space & focus on important things & close unimportant threads.

What should this person do differently?: Answered above