

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**" ?:
Ans: 4
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In "**Customer Obsession**" :
Ans: 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**" ?
Ans: 4
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On "**Insisting On Highest Standards**" :
Ans: Discipline, Continuous Follow Up Is The Key To Success With Highest Standards
- How Would You Rate The Team Member On "**Bias For Action**" :
Ans: 4
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In "**Bias For Action**" :
Ans: 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**" :
Ans: 4
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On "**Ownership**" :
Ans: Own It To Close It And We Are Bang On The Path Of Growth
- What Should This Person Do Differently ?:
Ans: Should Be More Disciplined With Ownership To Get More Lead Closure

Peer Response: 2

- How Would You Rate The Team Member On "**Customer Obsession**" ?:
Ans: 5
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In "**Customer Obsession**" :
Ans: 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**" ?
Ans: 5
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On "**Insisting On Highest Standards**" :
Ans: 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**" :
Ans: 5
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In "**Bias For Action**" :
Ans: 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**" :
Ans: 5
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On "**Ownership**":
Ans: 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 ?:
Ans: 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**" ?:
Ans: 3
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In "**Customer Obsession**" :
Ans: Undefined

- How Would You Rate The Team Member On **"Insisting On Highest Standards"** ?
Ans: 2
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On **"Insisting On Highest Standards"** :
Ans: Undefined
- How Would You Rate The Team Member On **"Bias For Action"** :
Ans: 3
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In **"Bias For Action"** :
Ans: Undefined
- How Would You Rate The Team Member On **"Ownership"** :
Ans: 3
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On **"Ownership"**:
Ans: Undefined
- What Should This Person Do Differently ?:
Ans: 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"** ?:
Ans: 3
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In **"Customer Obsession"** :
Ans: There Is A Lot Of Scope To Improve Here. You Should Not Be Just A Corresponder Of Customer Queries In The Team , But A Voice Which Understand 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"** ?
Ans: 3
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On **"Insisting On Highest Standards"** :
Ans: 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**" :
Ans: 2
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating In "**Bias For Action**" :
Ans: 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**" :
Ans: 3
- Highlight A Few Instances Of Why You Gave The Team Member A Particular Rating On "**Ownership**":
Ans: 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 ?:
Ans: Answered Above