

## **Letter of Recommendation**

I am pleased to recommend Vishal, a confident, creative, and enthusiastic problem solver, working as a Senior Software Engineer in Software Engineering and Systems Department at John Deere Technology Center of India, Pune. His nomination for 'Budding Talent 2014' award from our department made me notice his efforts as Graduate Trainee. In 2015, I was his direct manager for a year. Later he continued reporting to my subordinate but, as a mentor, I do one-on-one meetings with him regularly. Three years of regular interactions and mentor-mentee relation helped me to assess his growth in technical and interpersonal skills.

Vishal analyzes problem rigorously and get to the crux of an issue. He has an ability to go beyond the obvious, synthesize information from a variety of sources, sees patterns and linkages in them to develop solutions that preclude reoccurrences. He has the courage to take an unpopular stand, calculated risk, and projects confidence without appearing arrogant.

Being one of the oldest team members, he sees training as a part of the job and opportunity to expand his skill set. He trained many new team members, empowered by challenging them to think instead of telling them what to do. Other engineers working on AUTOSAR projects seek out his advice and counsel. Vishal put significant efforts in defining and preparing AUTOSAR training material as well as delivering it effectively.

His questions about his assignments convert any vagueness and confusion onto the definiteness and clarity. As a scrum master of the team he fosters culture of asking questions openly in scrum meetings, which helps product owner and team to dramatically increase the likelihood that team will be able to deliver quality deliverables. His eagerness to understand the big-picture motivates him to develop system level understanding. One such a project was 'Common Vehicle Mode Management' for all vehicles. He has significantly contributed to the implementation and received 'WOW!' award for the same. Vishal is a team player and excellent support to other teams in making their AUTOSAR transition successful. Operator Station Project won 'Commendable Contribution Team' award. In department meeting 2017, for his commendable job he was conferred with the title 'Hero of the Team'.

Vishal utilizes internal and external platforms to share his knowledge, ideas, and improve presentation skills. He represented John Deere in Vector India Conference 2016, presented a topic: 'Third party module integration and Virtual target simulation'. He also utilized internal electronics conferences to showcase his multi-core work, differential programming. Four years of experience in communicating with internal teams and external software providers helped to improve his communication and professional skills. Solutions provided in hackathon are to improve the quality of deliverables and reducing development time. For example, an automation tool to create AUTOSAR configurations specific to controller variants.

Apart from technical work, Vishal is very much interested in event management activities. He was part of the core team responsible for managing Foundation Day celebration, Tech-Day, and team celebrations.

His action shows respect for the core values of John Deere i.e. Innovation, Quality, Commitment, and Integrity. His analytical skills to solve the problem innovatively, the stable realization of solution and understanding how it fits into the larger ecosystem make him stand out in my group. In future, I see him as a system engineer or any equivalent role.

Vishal has raised the bar with his attitude and performance. I feel, he has ample potential to achieve excellence in technical domain and thus I would like to highly recommend him to be accepted as post graduate student in your prestigious university.

Regards,  
Balasubramanian Karthikeyan  
General Manager  
Software Engineering and Systems Department  
John Deere Technology Center India, Pune.