



## 2023 Mid-Year Performance Check-In

Review Period 1/1/2023 - 6/30/2023



### REVIEWER

Thirumaran Chinniah Ambalam (Manager)

## Neeraj Parihar

Engineer III  
Job Title

Band 30  
Band Level

Global Services Group Tech  
Organization

Engineer III  
Job Title

## Overview

### Task Instructions

**Colleagues:** Complete your self-assessment based on the results you achieved against your goals, how you achieved those results using our [Leadership Behaviors](#) and any key learnings or other highlights from your accomplishments. Download your self-assessment and use it with your [Career & Development Plan](#), to guide your Mid-Year Performance and Career Conversation.

Add supplemental scorecards or attachments if needed by clicking on the options button in the upper right-hand corner.

**Leaders:** Meet with your colleague to discuss their Self-Assessment and Career & Development Plan. Provide them with specific feedback on goals and [Leadership Behaviors](#), supported by examples, as well as actions to support their career growth and development.

Refer to the [Mid-Year Performance Check-In User Guide](#) for more information on completing the check-in in Navigator.

## 2023 Self-Assessment: Goals

### Efficiency - Uphold our financial commitments and improve efficiency in all we do through simplification, automation, re-engineering and self-service

- Standardize by building re-usable capabilities across markets (Inner source) – Promote re-usability first
- Modernize and elevate Developer Experience towards faster and error-free builds, and application and UI performances
- Reduce development time through process engineering, automation
- Progress our Maturity Models through optimization, monitoring cycles and “Buy vs Build” analysis towards a shared roadmap

**Start Date**  
1/1/2023

**Due Date**  
12/31/2023

#### Reason

**Neeraj Parihar ( Self ) :**

As part of this goal I have worked on the following task to improve the efficiency and make business impact by integrating the external services endpoints in the existing architecture:

- Onboarded the Expedia, Airlabs, Sabre and Google APIs on Apigee to support the integration with Askamex Functions.
- Integration of Expedia, Airlabs, Sabre and Google APIs on Askamex Functions to provide end-to-end service.
- Implemented a SOR( system of record) for saving and retrieving json data from One-cms using askamex functions



endpoint.

## People & Culture - Attract, develop, and inspire our people through continuous growth opportunities and inclusive culture

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- Develop team focus with Career Mobility (Career Path & Laterals)
- Create a fun, engaging, inclusive and diverse Team culture
- Implement 2 actions based on CES feedback to increase sense of belonging, inclusion and job satisfaction
- Encourage proactive learning and engagement: Complete 40 hours of training related to career growth and interests in 2023

**Start Date**  
1/1/2023

**Due Date**  
12/31/2023

### Reason

**Neeraj Parihar ( Self ) :**

As part of this goal I have worked on the following task to develop and make business impact:

- Development of business functions to provided end-to-end service to Mobile (msl layer).
- Development of functionality to support and show inventory search results to CCP in Logan Dashboard for Dining bot.
- Worked on adding a functionality which supports sending CCP notes for dining bot.
- Added a functionality for Disabling the redirection to Resy in Dining bot when a consumer is making a new booking through navigation flow.

## Power Growth - Deliver top business and enterprise priorities including continuous adoption of foundational, modern technologies that enable exceptional best-in-class experiences

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### Value Co-Creation

- Successfully deliver at least 3 initiatives to co-create value by directly working with business and product
- Deliver priorities on time and within budget to realize desired business and customer outcomes
- Improve transparency and analytics on portfolio delivery
- Deliver with excellence, agility and improved speed-to-market

### Foundational Technology

- Continue the advancement of industry-leading digital engineering platforms, unified data platform (LUMI), and self-service data management suite across hybrid multi-cloud environments
- Make meaningful progress on our Platform Modernization and Simplification
- Contribute to design and adoption of architectural frameworks and standards
- Innovate with increased Enterprise collaboration
- Engineering Excellence with the right mind shift, recognition for right engineering practices

### Best-in-Class Experience

- Provide secure, seamless, and delightful experiences (Mobile and Web) to our internal and external customers via



AI/ML based hyper personalized omnichannel experiences

**Start Date**  
1/1/2023

**Due Date**  
12/31/2023

#### Reason

**Neeraj Parihar ( Self ) :**

As part of this goal I have worked on the following task to support Power growth:

- Developed the logic for support cancellation of a flight booking by a customer for Flight bot (*Cancellation flow*).
- Developed the logic for support modification of a flight booking by a customer for Flight bot (*Modification flow*).
- Developed the logic which provides the functionality of supporting sub\_intent prompt flow for flight bot.
- Developed the logic which provides the functionality of capturing sub\_intent at TLS bot and passes it to Flight/Hotel bot depending on the request.
- Developed the functionality to support Intent Capture for free text in non topic based requirements for TLS bot when a user types the requirements rather than selecting the presented options.

### Resiliency & Cybersecurity - Continuously improve availability, resiliency and cyber security of our platforms and elevate risk management practices

- Measure & Track Trends for Availability and Cyber Security through Enhanced Journey Observability of our Platforms
- Proactive use of Enterprise Frameworks for security with clear security-controls on Intra and Internet facing applications
- Adopt a No Exception Renewals first approach to reduce resiliency and security risks
- Focus on Graceful Degradation of service for our customers with built-in resiliency, alternate paths and feature toggles
- Invest in cyber-security developer trainings and elevate infrastructure knowledge
- Proactively address ORE/CAP Action Plans
- Achieve 99.99% Availability for our platforms (2-year journey) - Improve Application Health Scores (80% apps >= B-grade)
- Celebrate Change Success Rates - Reduce our change-failure rates from 2% to 0.5%

**Start Date**  
1/1/2023

**Due Date**  
12/31/2023

#### Reason

**Neeraj Parihar ( Self ) :**

As part of this goal I have worked on the following task to support Resiliency and improve availability :

- Worked on adding the functionality which supports fetching airport using Google Place & Airlabs APIs when the user is filling the Flight Form.
- Added the functionality to Askamex CDMS Core to support the triggering of sub\_intent flow in case of bot transfer from TLS bot to Hotel/flight bot.

## 2023 Self-Assessment: Leadership Behaviors

## Provide specific examples for Set the Agenda, Bring Others With You, Do It the Right Way

### Reason

**Neeraj Parihar ( Self ) :**

- In order to achieve the mentioned goals, I took the task assigned very seriously and always approached them with learning mind-set.
- I always look for areas where i can help my team with knowledge.
- I started by discussing the task with my team and did the requirement gathering. Then divided the task on the weekly basis which was further divided on the daily basis. I always tried to complete what I have for the day.
- I worked with members from other teams as well who have an idea about the technology that I am working. By keeping their important time in mind always tried to keep the meeting on the point and always tried to get my doubts cleared.
- Before moving ahead with my approach, I always discussed it with the members of the team to get their thoughts on it.
- For anyone who needed my assistance with anything, I have always helped them either by doing a 1:1 meetings or on the slack.
- Always presented my thoughts and doubts in front of team that were their in my curious mind.
- I have worked with full commitment and tried to work on completing the task for a particular sprint irrespective of teams attendance.

Examples:

- Working with team to do the release for dining bot hotfix as was the first time for doing the release on our own.
- I always participate in the war meeting which are organised for supporting the team members and working along with them.
- Helped Rituraj and Ambar by introducing the platform, Askamex Cdms and Functions and veer with writing automation or development.
- I worked on TLS bot on the task assigned to varuni while she was not keeping well, to help the team to achieve the goals and keep moving with same pace.

## 2023 Self-Assessment: Reflection On The Year

### What are your key learnings this year?

### Reason

**Neeraj Parihar ( Self ) :**

Following are the key learnings:

- Understanding the architecture and development a bot using Askamex-cdms platform.
- Onboarding APIs on Apigee and integration on Askamex functions.
- Understood the working and advantages of pull based Kafka architecture and Faas architecture.
- Learned about different types for architecture and design patten and SOLID principles.
- How to perform back-of-envelop estimation for designing a system.