KRA, KPI and Indicators

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KRA	KPI	Type [Lead/Lag]	Rationale (why is it Lead/Lag)
Good analytical/technical skills with the ability to design workable solutions.	Code coverage	Lag	Code coverage is about unit testing practices on all parts of code and hence can be perfectly measured at the end of development.So is lag indicator.
Ability to work in an Agile development environment.Good working knowledge on all phases of SDLC. Work closely toward deadlines.	Velocity	Lag	Velocity is a measure of the amount of work a Team can tackle during a single Sprint. It is a lag indicator since it is measured after a series of steps
Passionate to learn new technologies	Participation in Bootcamps, Weekly Leader Talks	Lag	They are lag indicators since they can be perfectly measured.
Strong attention to detail and highly self-motivated. Has excellent verbal & written communication skills.	Manager Reviews	Lead	Manager reviews are dynamic and difficult to measure, hence is a lead indicator.

Writing clean, correct and reusable code.	Bugs per Lines of Code (LOC)	Lag	This measures the number of bugs registered per 1000 lines of code and is measured at the end of development to review the code thus is a lag indicator.