



2017 Performance Appraisal Form

Employee Name: Oscar Ganteaume

Employee HRID: 10031127

Employee Title: Software Engineer VI

Department: Axios

Ratings Definitions	
Rating Name	Definition
Outstanding	Employee consistently exceeded expectations based upon defined performance objective measures. Employee is recognized by others inside and outside the work group as among the best in the company.
Exceeds Expectations	Employee frequently exceeded expectations based upon the defined performance objective measures and competencies.
Meets Expectations	Employee consistently met and may have occasionally exceeded expectations based upon the defined performance objective measures. Performance is well balanced, dependable and competent.
Inconsistently Meets Expectations	Employee sometimes met, sometimes missed expectations based upon defined performance objective measures. Employee has room to improve to be consistently functioning in their role.
Unsatisfactory	Employee did not meet expectations based upon defined performance measures or competencies.

Business Tenet/Objective

Performance Objective 1:

Ethics: Successfully complete all ethics training and consistently adhere to laws (statutes, regulations, executive orders, etc.)

Measure of Success:

Complete all ethics training and commit no ethical violations

	Employee	Manager
Rating		
Comments		

Business Tenet/Objective

Performance Objective 2:

Develop innovative software solutions for our customers. Be efficient, cost-effective and meet commitments. Use your subject matter expertise to drive the design and development of new applications and evolution of existing applications with additional functions and capabilities. Think "outside the box" and create solutions for difficult, unsolved customer or mission needs. Provide ongoing support of operational software.

Measure of Success:

	Employee	Manager
Rating		
Comments		

Business Tenet/Objective

Performance Objective 3:

Provide support to the customer, project and prime with various tasks associated with software development. Follow Program processes. As a Subject Matter Expert provide technical support and expertise to briefings and presentations. Provide inputs for program planning. Support releases and operational deployments.

Measure of Success:

	Employee	Manager
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2016 Performance Appraisal - Objectives

	Employee	Manager
Rating		
Comments		

Business Tenet/Objective

Performance Objective 4:
Work with less experience engineers and new hires to help bring them into our organization and mentor them. Help the organization build its engineering talent. Support college and experienced candidate recruiting efforts to add staff with the necessarily skills and experience required to staff new work.

Measure of Success:

	Employee	Manager
Rating		
Comments		

Business Tenet/Objective

Performance Objective 5:
Provide new business development leadership and support for Axios initiatives to grow our business. Support the capture of new and growth of existing development contracts to help meet Axios revenue and income goals. Help Axios identify, capture, and manage IRAD Projects and other initiative investment funding that supports the expansion of our business base.

Measure of Success:

	Employee	Manager
Rating		
Comments		

Leading and Influencing

Consider the employee's skills at launching initiatives that lead to LGS being a more competitive company. How effectively do they reprioritize objectives and mobilize employees during adverse conditions, speak out when appropriate; resolve conflicts; work well with people and remain sensitive to the concerns of varying personalities, culture and background. If people manager, how well does employee develop and coach teams.

	Employee	Manager
Rating		
Comments		

Reliability

Consider the employee's general reliability. Do they assume responsibility for their efforts, work well under pressure, productively utilize available time, and maintain productivity over a sustained period of time? Is their work completed in a timely and consistent manner? Do they proactively identify and remove roadblocks and barriers?

	Employee	Manager
Rating		
Comments		

Quality of Work

Work is generally accurate and completed within established time frames.

	Employee	Manager
Rating		
Comments		

Job Knowledge/Technical Ability

Evaluate how well this individual demonstrates knowledge of techniques, skills, equipment, procedures, and materials to perform their job; as well as how they apply their knowledge to identify issues and resolve problems.

	Employee	Manager
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	Employee	Manager
Rating		
Comments		

Decision Making/Judgment/Solving Problems

Consider employee's skills relative to recognizing when problems are likely to occur then evaluating and recommending sound solutions. Also evaluate their business acumen as it relates to their ability to see the relationship between problems faced and business needs.

	Employee	Manager
Rating		
Comments		

Interpersonal Effectiveness/Communication Skills

How effectively does employee manage differences of opinion while remaining respectful of those opinions? Do they influence rather than direct; draw others into conversation; see what needs to be done and react without being told; adapt their personal style appropriately to work with different people?

	Employee	Manager
Rating		
Comments		

Innovation

Consider this individual's skills relative to how well they develop new ideas and display ingenuity and initiative to introduce new concepts and processes. Also evaluate their abilities as a creative thinker who understands the value of practical application of their ideas.

	Employee	Manager
Rating		

2016 Performance Appraisal - Competencies

	Employee	Manager
Comments		

Manager's Overall Summary

Employee's Overall Summary

Overall Rating:

- ☐ Outstanding
 ☐ Exceeds Expectations
 ☐ Meets Expectations
 ☐ Inconsistently Meets
 ☐ Unsatisfactory

Signatures:

Note: Signatures should be applied in the order shown below. Signing out of order will prevent successful completion of the performance review form.

Manager - Goals and Objectives Approved

Manager - Performance Review Complete

Employee - Performance Review Acknowledged