

Goals / Key Result Areas (3)

1) Technology and Development

In Progress

Weightage	Key Results	Metric
80	4	NA
Target	Achieved	
NA	NA	
Goals / Key Result Areas Description		
>>Provide technical solution for Qlik Sense Business Intelligence platform Leading architecture/design sessions and writing technical architecture/design documents		
>>Solving client technical issues and coaching technical staff on the project Managing technical scope and providing hands-on expert level assistance		
>>Assistance with server configuration including end-user access, data load configuration, authorization process design		
>>Design Qlik Sense Governance Model.		
>>Assist with process definition including roles/responsibilities, publishing Providing expertise in the documentation and process standards including templates definitions for FDS, TDS, test plans, etc		
>>Establishing processes and library of reusable objects (fields, calculations, KPI, etc)		
>>Designing self-service processes		
>>Handy with mobile implementation and firewalls		
>>Experience working with on-shore/off-shore organization model Adherence to all compliance and regulations		
>>Qlik Scalability Tools (QlikView and Qlik Sense);		
>>QlikView Management Console;		
>>NPrinting;		
>>OBIEE; Oracle database;		

1) Provide technical solution for BI tool along with its architectural model.

Weightage
25

2) Establish connection with different databases (SAP, SQL, Oracle etc.) for data extraction.

Weightage
25

3) Write the technical and understanding documents (BRD/TRD) for developers/ In addition, design SDD (Software Design Document) for Sr. developers.

Weightage
25

4) Server handling.

Weightage
25

Self | P5 - Far Exceeds Expectation (FEE)

- Comments
1. Possess strong problem-solving skills and am able to approach technical challenges with a logical and analytical mindset.
 2. I have a strong understanding of software development principles and am able to write clean, maintainable code.
 3. I am able to quickly learn and adapt to new technologies and tools as they emerge.
 4. I am skilled in using data analysis and visualization tools to extract insights and make data-driven decisions.
 5. I possess specialized knowledge in Qlik sense data visualization, which has allowed me to develop innovative solutions.

2) Communication

In Progress

Weightage	Key Results	Metric
10	1	NA
Target	Achieved	
NA	NA	

Goals / Key Result Areas Description

>>Possesses excellent oral and written communication skills

>>Managing the communication effectively with the customer while deployed at customer place/offsite

1) Proper communication to the internal and external stakeholders without any communication gap.

Weightage
100

Self | P5 - Far Exceeds Expectation (FEE)

- Comments
1. Communicated my expectations clearly to all stakeholders.
 2. Maintained contact with department heads and stay an active part of team meetings.
 3. I provide constructive feedback and focus on solving challenges with communication.
 4. I present my ideas in a skillful, effective, and professional manner.

5. I proactively communicate changes with stakeholders the moment they happen.

3) Others - Org. Value

In Progress		
Weightage	Key Results	Metric
10	5	NA
Target	Achieved	
NA	NA	
Goals / Key Result Areas Description		
>>Going all out to deliver to customer. Make things happen.		
>>Distinction in what we do, giving quality output most of the times		
>>Alignment of thought, word and action		
>>Say and Do ratio		
>>Team work, taking lead to reach out, relationship building, resourcefulness to manage things to deliver on time		
>>Expertise in people management and leadership and strong organizational skills		

1) Customer Obsession

Weightage
20

2) Excellence

Weightage
20

3) Integrity

Weightage
20

4) Result Orientation

Weightage
20

5) Collabration

Weightage
20

Self | P5 - Far Exceeds Expectation (FEE)

- Comments
- 1. I am a team player and support my colleagues to ensure goals are met.
 - 2. I always strive to communicate effectively and adapt my communication style accordingly.
 - 3. I always stay positive in order to reassure patients and staff.
 - 4. I always take responsibility for my own actions.

Goals Overall

Self | P5 - Far Exceeds Expectation (FEE)

Competencies (5)

1) Customer Obsession

Competency Tier
Critical Behavioul Attributes

Competencies Description
Going all out to deliver to customer. Make things happen

Self | P5 - Far Exceeds Expectation - Superlative contribution to achievement of goals, team, and Organisation

- Comments
- 1. I am able to think outside of myself and focus on the wants and needs of my customers.
 - 2. I have excellent customer focus and is good at the articulation of the value proposition to customers.
 - 3. I am customer focus for the very best outcome for all concerned.
 - 4. I go beyond what is required to ensure that are customers are educated and informed on the topics that may concern them.

2) Excellence

Competency Tier
Critical Behavioul Attributes

Competencies Description
Distinction in what we do, giving quality output most of the times

Self | P5 - Far Exceeds Expectation - Superlative contribution to achievement of goals, team, and Organisation

- Comments
1. I regularly look to streamline and improve our work processes in new and innovative ways.
 2. I regularly seek out opportunities to connect and learn from others in my field.
 3. I understand that because I remain intensely focused on the task at hand, I may appear to be blunt at times towards my colleagues. I am working towards strengthening my interpersonal skills and easing tensions between me and my peers.

3) Integrity

Competency Tier
Critical Behaviour Attributes
Competencies Description
Alignment of thought, word and action

Self | P5 - Far Exceeds Expectation - Superlative contribution to achievement of goals, team, and Organisation

- Comments
1. Consistently demonstrates honesty and trustworthiness in all interactions.
 2. Exhibits high levels of honesty and professionalism in their actions.
 3. Identifies and promptly addresses ethical concerns and issues.
 4. Demonstrates trustworthiness in handling sensitive information.

4) Result Orientation

Competency Tier
Critical Behaviour Attributes
Competencies Description
Say and Do ratio

Self | P5 - Far Exceeds Expectation - Superlative contribution to achievement of goals, team, and Organisation

- Comments
1. Nimblely navigates obstacles and problems even when facing complex and unique circumstances.
 2. Carefully monitors and appreciates the quality of work one has provided as well as that, which other people provide.
 3. Continuously looks for and acts upon opportunities in order to improve service, quality and productivity standards of the company.
 4. Takes the initiative to contact customers or research the effectiveness of the suggested solutions; continues to try new solutions until the desired result is achieved.

5) Collaboration

Competency Tier
Critical Behaviour Attributes
Competencies Description
Team work, taking lead to reach out, realationship building, resourcefulness to manage things to deliver on time

Self | P5 - Far Exceeds Expectation - Superlative contribution to achievement of goals, team, and Organisation

- Comments
1. Tries to keep one's emotions reigned in even when there are serious disagreements between collaborators.
 2. Discusses issues honestly and keeps the discussion focused on how best one can adjust the situation at hand and move the collaboration forward.
 3. Addresses underlying causes of low participation; finds out why a group member is not fulfilling the assigned role or barely attending meetings.
 4. Finds a replacement for a group member who deliberately refuses to participate or does not have the necessary requirements.
 5. Researches how to run an effective meeting and shares the results with the meeting convener or facilitator.

Competencies Overall

Self | P5 - Far Exceeds Expectation (FEE)

Overall Review

Self | P5 - Far Exceeds Expectation (FEE)

- Comments
1. I have a clear understanding of what I am expected to do as a part of my role.
 2. I understand the value my work is able to contribute to the overall organizational success.
 3. I stay updated on the latest trends and insights in my field.
 4. I take up training and upskilling every quarter to stay relevant for my role.