



Interim Performance Review for Oluwaseyi E Mafi

Introduction

The Interim Performance Review allows Colleagues and Managers to have an 'off-cycle' performance discussion. The discussion should include a review of year-to-date performance, feedback for future performance and a refresh, as necessary, of any annual goals. The Interim Performance Review should be used when a performance review is needed, but we are not in the mid-year or year-end cycle. Examples of when the Interim Performance Review may be used:

- Changing roles, to close out performance history before moving to a new role and manager
- In advance of a leave or absence where you will miss the mid-year or year-end review window
- If you are having more frequent performance discussions, throughout the year, and want to document colleague and manager comments

Goals

Your current Goal Plan is displayed below.

Be local: Engage people with the care they need where they need it

15.0% of total score

1.1 Data Analytics

On Track

Oluwaseyi E Mafi's Comments

I have been able to utilize the data analytics team through a brainstorming session for my audit projects. Through this medium, i was able to explain the scope and objective of the audit to the Data Analytics team and found ways by which I harnessed their expertise. It was also very helpful to dig deeper into the data analytics way of thinking and analyzing best case scenarios to be effective with information gathering and structuring data for interpretation and further testing.

Goal Details

Goal Name	Data Analytics	Goal Description/Metrics	Ensure the DA brainstorming meeting is conducted and the use of data analytics in every audit (utilizing the Alteryx tool, utilizing excel, obtaining assistance from the DA team, etc.)
Weight (optional)	15.0%	Status	Leverage Data Analytics to test 100% of the population when available to conduct tests efficiently
			On Track

Be local: Engage people with the care they need where they need it

20.0% of total score

1.2 Employee Engagement / Development / Training

On Track

Oluwaseyi E Mafi's Comments

I have been involved with Engagement activities within CVSH. One of the notable ones i am currently apart of is the methodology team. Currently assisting with structing the previous Audit methodology by making updates to verbiage and procedures as needed

based on currently industry based practices and also structuring data for easier interpretation by audit team.

I also partook in the DevelopU course earlier in the summer with several courses which ranged from effective time management skills, communication, critical thinking, problem solving, problem resolution among other highly intuitive courses.

In addition, i was apart of the IA continuous education CE Series which included topics such as Planning and Executing Audit interviews, CFE Process.

Goal Details

Goal Name	Employee Engagement / Development / Training	Goal Description/Metrics	Seek out opportunities to enhance your IT Audit skill set, through trainings or industry-recognized certifications.
			Develop an individual training plan that aligns with IT Audit Plan where applicable, and review monthly basis.
			For those with certifications: Maintain annual required CPEs
Weight (optional)	20.0%	Status	On Track

Be local: Engage people with the care they need where they need it

15.0% of total score

1.3 Key Stakeholder Collaboration

On Track

Oluwaseyi E Mafi's Comments

Since joining CVS, i have successfully completed a variety of Audits, and most recently, the i have been given the role to Sub lead on some projects. This has been a great experience enabling me to build an ongoing relationships with the Business stakeholders, POCs as it relates to the audit. With this opportunity, i have had the privilege to lead walkthrough meetings, brainstorming sessions, and follow up interviews with POCs and business stakeholders as needed. In addition, i have conducted internal session with fellow colleague where we share ideas and critical think of questions that should be posed to the business during walkthroughs.

Goal Details

Goal Name	Key Stakeholder Collaboration	Goal Description/Metrics	Maintain a good working relationship with the main POCs during an audit and provide regular updates on the project's status.
			Collaborate and develop effective relationships within the Audit department and with business/IT partners to assess risks throughout the year.
Weight (optional)	15.0%	Status	On Track

Be local: Engage people with the care they need where they need it

10.0% of total score

1.4 Professional Certification

On Track

Oluwaseyi E Mafi's Comments

I initially was to take my CISA exam in the summer, but had a trip out of the country. As a result, did not feel to confident taking the exam at the time. So i moved the exam to End of September. So far, feeling pretty confident that with the level of preparation i am making, and study routing i have laid out, i will be ready to take on the exam come end of September.

Goal Details

Goal Name	Professional Certification	Goal Description/Metrics	Aim to be CISA certified by the first Quarter 2021. Likewise maintain annual required CPEs moving forward.
Weight (optional)	10.0%	Status	On Track

Make it simple: Make a complicated system easier for all

5.0% of total score

2.1 Management Reporting

On Track

Oluwaseyi E Mafi's Comments

I have been part of the Audit reporting phase for one of my Audit, SimpleDose Audit with Michael Bavasso. In addition, i have been involved with ensuring the status deck is up to date within Auditboard and business stakeholders are updated with recent changes in the audit progress on a weekly basis. For areas in which there were issues identified, i was involved in meetings with the business stakeholders where Issues identified were brought up and an action plan was developed to remediate.

Goal Details

Goal Name	Management Reporting	Goal Description/Metrics	Assigned IT Audit Project details are updated regularly in Audit Board to ensure: - Project Status is current - Estimated & actual start/end dates are populated - Management Actions Plans are tracked to remediation - Individual hours are booked each reporting period.
Weight (optional)	5.0%	Status	On Track

Lead the change: Challenge the status quo with new technologies, business models, and partnerships

5.0% of total score

4.1 Lead the Change

Not Started

Oluwaseyi E Mafi's Comments

I haven't had the opportunity to lead an Audit as the Auditor in charge. I continue to gain valuable experience with every audit I am assigned and look forward to the opportunity to lead an Audit and the Audit Team in the near future.

Goal Details

Goal Name	Lead the Change	Goal Description/Metrics	Support the risk assessment process by capturing any audits or key risk areas of focus that develop from informal and formal client conversations. Record details to support management awareness and audit planning activities.
Weight (optional)	5.0%	Status	Not Started

Optimize performance and service: Ensure our people, processes, and technology enable our strategy

30.0% of total score

6.1 AuditBoard & Methodology

On Track

Oluwaseyi E Mafi's Comments

I have been involved with completing all deliverables assigned in Auditboard at respective due dates, and extended due dates as needed depending on when information was received or any pushbacks experienced. Each phase was communicated with the project Leads and required business partners/stakeholders as relates to the phase in the Audit. In certain areas where escalation was necessary to get further clarity on observations, i schedule meetings as needed. This aspect of the audit mostly encompasses my day to day activities with the different audits I am working on hence takes the bulk share of my time and resource allocation.

Goal Details

Goal Name	AuditBoard & Methodology	Goal Description/Metrics	Complete all deliverables by the assigned AuditBoard due date, independently perform effective and timely communication with the project lead and required business/IT partner as it relates to the objectives and scope of the audit, issue drafting and follow up, and project status and escalation when required.
Weight (optional)	30.0%	Status	Achieve QAR results of 80% or higher On Track

CVS Health Values

Accountability / Integrity / Caring / Collaboration / Innovation

Demonstrating CVS Health Values is an important part of how we accomplish our goals. [Click here](#) for examples of capturing demonstration of CVS Health Values.

CVS Health Values Comments

Oluwaseyi E Mafi's Comments

I have facilitated a number of brainstorming session to help my team to gain a better understanding of the agenda and scope of the audit, get a better idea of potential areas of focus and questions to ask business during walkthrough meeting. Collaboration plays a hug part in my day to day execution. As a supporting senior staff, and Sub lead on project, i schedule meeting with colleagues to go over agendas, get clarity and assist in gaining a better understanding of audit objective, areas to test, process to follow and potential areas to further access. In collaborating, i have also built a good working relationship with fellow colleagues hence building trust which is paramount to myself and the Audit team being effective and efficient with our process and execution.

Overall Comments

Use this section to comment on overall performance year-to-date.

Overall Comments

Oluwaseyi E Mafi's Comments

Given i am a little over half way through the year, and working here at CVS. I am excited to see the transformation and growth that has occurred within the Internal Audit team. With each Audit is a new opportunity to learn, grow, tackle new challenges, assume new responsibility and deal with all the variables in between. My colleagues have been very instrumental in making the process very worthwhile and always available to help the process move on ever so smoothly. Any challenges or roadblocks have been navigated with proper guidance and assistance wherever necessary. I continue to use each and every day as an opportunity to further my career and growth as an Auditor and look for ways to bring more value to my internal audit team and CVSH.