**CDD 2017 for Shilpa Narang**

**Associate’s personal views and expectations / Associate’s Career Goals**

(Medium term and long term). Please click [here](javascript:showPP3EditPopup(%7bblockId:'block138'%7d,%20%7buserId:'10666461'%7d);) to access the associate´s Profile and discuss Career Elements.

Personal Views : Mid Term

In mid term goals, In addition to my responsibility of that of a competency lead, I would like to take up additional goals towards delivering a few high value projects end to end right from planning, resourcing, budgeting to final delivery.

I also look forward to explore & contribute to department/organization wide initiatives which can be run as a program.

This would also give me an opportunity to get hands-on experience in “Program Management”.

Personal Views : Long Term

I would like to lead multiple business lines having the ownership of their budget & revenue.

I would want to contribute my vast experience in fields like Project/Program management, resourcing, client management and Business Development to ensure that Business line continues to perform better & grow further.

I would also put my strategy thought leadership to imbibe latest industry trends & technologies which make the overall organization lean and effective

**Associate’s Individual Strength**

E.g., efficiency, quality of work carried out, coping, flexibility, initiative, ability to solve problems, overview, ability to influence, willing to accept responsibility, co-operation, delegation, approach to working teams, associates development, motivation.

Personal Views: Strength

* Restorative and self reflection:
  + - Good at figuring out what is wrong and resolving it
    - The awareness of one's own qualities, strength and weaknesses facilitates personal growth and learning from achievements and mistakes
* Committed:
  + - Take psychological ownership and honor commitments.
* Ideator :
  + - Bring lot of thoughts on the table so that innovation & ideas can flow as a result of that.
* Individualization:
  + - Identify uniqueness of each human being.
* Empathy:
  + - Open minded to the perspectives, qualities, thoughts and emotions of others

\*\* The above strengths are result of Gallup Strength evaluation test.

**Suggestion for development / Possible Career Steps / Assignments**

E.g. widen scope of existing tasks and area of responsibilities, additional tasks and areas of responsibility, outlook on career progress and prospects, advancement goal.

1. To take up responsibility dual responsibility of Competence Lead and SDM for testing projects with at least 2 projects in MS and one project of V2 value.
2. To initiate at least 2 new topics within testing arena – IOT/DevOps etc.
3. To gain Leadership competency, Interpersonal competency, Professional competency through ongoing projects and mentorship from target leaders or through professional training.

**Actions planned**

Description, responsibility, due date. HRBP will initiate follow-up after 1 year at the latest.

1. Conversion of 30% projects to MS.
2. Evaluation for TAR candidate
3. Nomination for RK PMQ for 2018.