

## [01] Professional Discussion based on Portfolio of Evidence

### [01] Management, leadership and effective communication

[K2.7 & B1.7] (Distinction): Can describe the leadership styles that exist in their workplace and can compare and contrast these with theory

Leadership plays a vital role in the industry; it shows the responsibility and the trust of a person in the project towards their organization.

This course has given me a new ability to adapt a new communication style, because different communication styles are the most frequently cited cause of poor communication. Every employee's motivation is different, so knowing how to tailor your communication is essential to influencing others and reaching organisational goals.

The KSB classes helped me to become an essential leader, as one of the feature I have learned as when I need to talk and more importantly when I need to listen. So I can ask my colleagues opinions, ideas and feedback. And at the same time they do share actively engage in the conversation, pose questions, invite them to elaborate and take notes.

Is has helped me to be more transparent more like a senior manager by speaking openly about the company's goals, opportunities and challenges.

It has helped me to built trust amongst the team and foster an environment where employees feel empowered to share their ideas and collaborate.

My thoughts are strategic initiative, clear about what I want to see achieved by the end of each milestone.

I always use TED which stands for

- "Tell me more."
- "Explain what you mean."
- "Define that term or concept for me."

I always ask feedback on me and try to implement the changes which I need to do it else I will be losing the faith on my ability to follow through.

It's likely there will be comments I can't immediately act and I am always transparent about that.

As per my leadership principles I have conducted multiple technical session not only with my team but also for the entire region.

After taking classes for two month, I got an opportunity to conduct session globally and got a side position of an Instructor in my organization. Received Go Beyond from the “*Head of Visa University*”



JAVEDHUSSAIN SYED

### Recognized for "We Collaborate"

Syed, I want to congratulate you for a work well done as lead Faculty for the Data Pipelining Digital + class. You acted decisively and step up to the plate to help us define and fine-tune the content to make it more relevant for Visa learners.

Syed, you collaborate not only with VU but you engaged with other faculty members mentoring them and sharing different resources to make them feel more confident on incoming deliveries.

Thanks, Syed for helping Visa's learners get better prepared for the present and future technology challenges. We really appreciate that you are acting as an agent of change at Visa.



From: [Eduardo Tamayo](#)

14 hours ago



Say Thanks



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[Balakrishna Chittari](#) Thanks Eduardo for the recognition. Syed does enjoy his Visa University contributions and passionate about his teaching and sharing knowledge

14 hours ago



[Balakrishna Chittari](#) Great work [JAVEDHUSSAIN SYED](#). Congrats on receiving such lovely feedback from Eduardo

14 hours ago



[JAVEDHUSSAIN SYED](#)

Thanks a lot Eduardo for providing me a great opportunity.

a few seconds ago

**[K2.1 & B1.1] (Pass): Describes where their role has contributed to the successful achievement of an organisational objective and provides examples of when they have communicated effectively with a wide range of senior leaders across different departments**




As per my daily work I work as a Data Engineer and interacts with Data Scientist team to gather the requirements and sometimes we get involved in the clients' meetings where we interact with senior leaders who runs the business.

Sometimes it very difficult to keep tech stack conversation with the leadership team as they don't have much knowledge on the technology side, so to run the smoothly conversation we need to explain everything in a business way.


One of the examples I want to discuss about Barclay Reward Program where we need to identify the cardholders transactions based on that we can come up with the loyalty for each card holder, I cannot share more information as it against my organisation principles.

In that project we have interacted with multiple senior leaders of the Europe region and worked closely for almost two month, we use to have a call every alternative day for the status. We worked closely with the Data Scientist as they were doing the analysis and our job is to provide them a clean and normalised data.

I have interacted with multiple people in the team and across the team and received a good feedback from them.




Recognized for "We Enable and Inspire"  
JAVEDHUSSAIN SYED



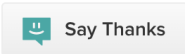
Syed, Kudos to you for applying Visa's leadership principles day-by-day. You collaborate with VU Tech College and the vendor by taking one of the lead roles on reviewing and testing the content and labs for the new Data Pipelining 101 & 201 courses that will help Visa get more reliable and easily available data.

Syed, you enable and inspire when you volunteer to join the first Data Pipelining Facu

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From: Eduardo Tamayo  
March 23, 2022 7:02 PM



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JAVEDHUSSAIN SYED

## Recognized for "SWAT: Making It Easier to Work"

Syed, thank you so much for helping me with the ANAH issue! You have provided great supports, really appreciated!



From: [Gina Chen](#)

10 minutes ago.



Say Thanks

[Like](#) • [Comment](#)

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[Balakrishna Chittari](#) Thanks [Gina Chen](#) for the recognition

3 minutes ago.



## Recognized for "Making It Easier to Work"

You and [Akshay Mundhada](#)



I really want to thank Akshay and Syed for their continuous support and hard work. They did amazing job on migration issues for DSL Europe and their support and hard work helped the entire team to make the migration process smoother. Thankyou both. :)



From: [Priyanka Wadhwa](#)

October 13, 2021 6:36 AM

**[K2.3 & B1.3]** (Pass): Describes examples of when they have provided leadership within a team of multi discipline specialists at different levels across the organisation, ensuring a shared vision and commitment to success

As part of my developer role I have set some standards and the operational flow, as I have seen lot of Data Scientist creates the Models and there are lack of terms are missing, listed below

1. Documentation
2. Collaboration with each other about their work
3. Source Code repository
4. Teams communication
5. Knowledge sharing
6. Automation

I took some of the action from last 6 months and came up with a new framework and some standards and discussed this idea with the Senior Manager and he really liked my idea.

**Documentation:**

Everyone is working but what no one know, only the respective manager knows about their work, if some person leaves the organisation during knowledge transfer was bit difficult process because of lack of documentation.

Me and my senior manager discussed these with the Leadership team and came up with the solution to go with *wiki*, we got a license and I took some of the sessions on the documentation and we have seen the results that multiple people started documenting about their project before they start the design and development.

**Collaboration:**

After joining Europe team I have observed people come and go, they do their work and simple leave, they never interact much with other team members or share anything, to improve the collaboration I have discussed this point with my Senior Manager and asked him to conduct some orientation program or outing so people will get close to each other, and it got worked. I was a part of mentoring the Hackathon program.

## Hackathon 2022



### Source Code repository:

As I have observed multiple Data Scientist writing the code in the Jupyter notebooks but never pushing the code into any repository due to lack of knowledge, we came up with the Github license and asked everyone to push their code into Git. I have conducted 3 sessions on Git so that everyone is aware on the technology. We got some responses to push code into *sharepoint* then we have changed their mindset to think as a developer.

For	<a href="#">JAVEDHUSSAIN SYED (503856)</a>
Overall Process	<a href="#">Get Feedback: JAVEDHUSSAIN SYED (503856)</a>
Overall Status	Successfully Completed
<div>Details Process</div>	
From	Janine Johnson
About	<a href="#">JAVEDHUSSAIN SYED (503856)</a>
Question	<b>Strengths:</b> What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?
Feedback	<b>Leadership Principle: We Collaborate.</b> Syed has graciously volunteered his time to help organize the London portion of a Global Data Science and Engineering Conference that is happening in September. He is reliable and shows up to all meetings. Syed has also provide several excellent ideas for content and has provided numerous ideas on how to improve the logistics of the event. Thank you for helping to make this event better for your team members in London. We could not have done this without you!
Question	<b>Areas for development:</b> Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?
Declined	Yes

### Teams Communication:

We have created a Microsoft Teams channel to discuss any technical issue, whoever having any issues will post that question in the channel and anyone from the team will respond with an answer.

1 Published guidance around Tableau and PowerBI



2 Limited release of GitHub for Data Innovation Group



3 Explored alternative QA Tools



4 Published guidance to address feedback on timeouts



5 Created a community in MS Teams



6 Establish a continuous feedback loop for user feedback



## Knowledge Sharing:

I have introduced a *Learn & Lunch* session, monthly once we will have a meeting, anyone person from the team will discuss about his achievement about the project and will share technical knowledge behind it, so that the project can be reusable.

### Knowledge Sharing & Collaborating



In conjunction with Visa U, identified all relevant available learning resources and made searchable by skill, role, topic/domain and experience level



Created a unified Knowledge Sharing calendar for all functions to host function-specific events

### Networking & Mentoring



Recruited "DIG Champions" to function as representatives for each region and function and facilitate social events



Created the "DIG Portal" to create a central communication hub for all relevant information (e.g., events, team news)



Development of an "Edge" program to connect members of different regions and teams across the community

### Tools



Provided guidance around usage/ licensing of existing Visa tools



Identified and remediated communication and alignment challenges around certain types of tools



Provided a feedback loop to capture practitioner input



## Re: Visa University - Creation of a new course/pathway



• Vergara, Sofia

To: SYED, JAVEDHUSSAIN; Chugh, Amit; Cc: Tamayo, Eduardo



Not Classified

Hi Syed and Amit,

Thank you so much for your continuous support. This success is a result of your effort to deliver this course.

I am looking forward to seeing this course evolve to new heights.

Best regards,

Sofia V.

### Automation:

As part of CI/CD pipeline I have helped multiple Data Scientist to automate their models using Airflow, shared knowledge regarding the tech stack and today we have almost 65 jobs running on an automation. We do have a Global Engineering team sitting in Foster City, I use to interact with them every week to know what's new is going on the technology side.

From Karol Jaroszewski

About [JAVEDHUSSAIN SYED \(503856\)](#)

**Question** **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

**Feedback** Syed joined our European team over the past year and immediately became a key employee on our team. Syed's knowledge and great cooperation with Balki mean that we receive a lot of support every day. The strongest aspects of Syed work I could name are:

- very extensive knowledge and experience
- high responsiveness and willingness to help
- improving the employee onboarding process thanks to the support in the accesses and problems of the "new employee"

**Question** **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

**Feedback** I really have nothing to add, keep it up Syed!

From Pankaj Chaudhuri

About [JAVEDHUSSAIN SYED \(503856\)](#)

**Question** **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

**Feedback** Syed is technically very strong, and has all the solutions to our problems. He can be trusted to get us the answers come what may. He is also very helpful, and easy to work with.

**Question** **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

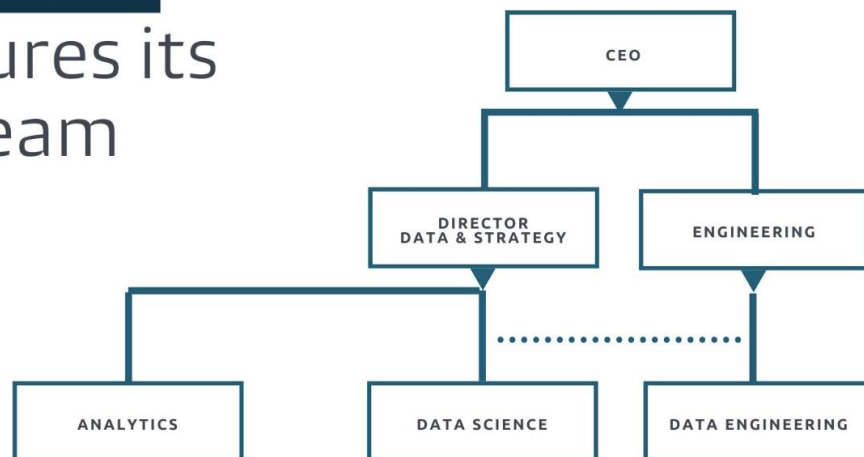
**Declined** Yes

**Reason** Nothing to say



[K2.5 & B1.5] (Pass): Describes the employer's organisational structure and where their own role fits

## How **AWAY** structures its data team



As part of the Data Engineering, I report to my manager, and Manager reports to Senior Manager.

Senior Manager handles multiple teams, and he reports to VP, VP is the head of a Europe Region.

VP reports to SVP and finally SVP reports to EVP → President → CEO.

Please find my organization chart below

Alfred Kelly  
Chairman and CEO



Ryan McInerney  
President



Jack Forestell  
EVP, Chief Product Officer



Carl Rutstein  
SVP, Global Head of Advisory...



John Munn  
SVP, Data Science - Visa Cons...



Gianluca Campanella  
Senior Director, Product DS



Balakrishna Chittari  
Director Data Engineering



JAVEDHUSSAIN SYED  
Data Engineer

