

FY24 LEAD Feedback for Abhishek Danalakota

INSTRUCTIONS



Providing feedback:

As a feedback provider, you should have supervised or had direct insight into the person's performance, and you should be at the same rank or higher.

When providing feedback, be sure to:

- Use the comment boxes to share your observations and suggestions. Help others improve by explaining where individuals have done well and where they could have more impact.
- Indicate the degree to which this person demonstrates [Transformative leadership](#) behaviors, delivers Quality and risk management technical excellence and helped the team achieve engagement/project metrics.
- Consider the full scale. Reserve Gold Standard for those who consistently exhibit role model leadership in whatever the circumstance. This is not common. If you select Gold Standard, you are confirming that they are the role model to which you will compare all others.
- Remember someone not displaying Gold Standard or Almost Always may still exhibit strong performance.
- Everyone should strive towards and will be evaluated on role modeling Transformative Leadership behaviors. [Rank Expectations](#) outline baseline performance.
- If the person you're providing feedback on is aligned to a role in the NextWave Careers Framework, click [here](#) for more guidance.

Feedback response definitions:

Not Observed	Never	Rarely	Sometimes	Often	Usually	Almost Always	Gold Standard
Did not have the opportunity to observe this behavior	Never displayed the behavior even when there were opportunities	Displayed the behavior in very few occurrences and/or to a very small extent	Displayed the behavior from time to time and/or to a small extent	Displayed the behavior frequently and/or to a moderate extent	Displayed the behavior in most interactions and/or to a large extent	Displayed the behavior to a very large extent. There were only very few and rare occurrences when the behavior was not displayed	Displayed role model behavior consistently, every time, whatever the circumstance

Engagement/project name (not applicable for self-assessment)

Dunnes Stores

Better Me

Wellbeing - Is mindful and fully present; maintains personal wellbeing to sustain positive energy and fuel resilience
Curiosity - Is a continuous learner, leads with questions, reflects and listens for the art of the possible to spark bold new insights
Agility - Embraces change and through self-awareness, adapts behavior in diverse contexts

Response
Gold Standard

Better Us

Inspiring - Shares a compelling vision of the future, leverages story-telling and rallies others with passion and purpose
Teaming - Supports the bringing together of a diverse mix; plays to each other's strengths, coaches, collaborates and builds trust in a courageous manner to achieve collective goals
Belonging - Supports the establishment of an inclusive, open and safe environment where people are aligned around a shared purpose, feel free to be themselves and are valued for their differing identities, perspectives and talents

Response
Gold Standard

Building a Better Working World: Client

Connected - Digitally engage, bring all of EY knowledge and EY client business together into one cohesive ecosystem to build trust and enrich relationships
Proactive - Actively listen, be highly responsive and proactively bring innovative ideas that inspire EY clients
Insightful - Become a trusted advisor, ask better questions to bring bold insights to EY clients

Response
Gold Standard

Building a Better Working World: Business

Progressive - Adopts new technologies, assets, data and partners across the ecosystem to lead EY clients through transformation and provide long-term business value

Innovative - Co-creates better, faster, smarter ways of working; collaborates widely within EY organization and externally to harness diverse thinking, experiment, create new solutions and maximize/improve existing EY products, services and processes

Commercial - Sets the highest standards expected of our profession, manages risk and provide quality results in a commercially viable way, embracing new revenue and pricing models

Response

Gold Standard

Quality, risk management and technical excellence (QRM&TE)

Delivers the highest quality work, displaying technical excellence across a range of subject matter. Ensures compliance to relevant risk management policies.

Response

Gold Standard

Comments on QRM&TE by Shay McShane

Abhishek played a crucial role in establishing the Azure Data Factory platform and successfully launching the data initiatives at Dunnes. Working with him has been a pleasure, and his professionalism is truly commendable.

Indicate the extent to which this individual helped the team achieve or improve engagement/project metrics

Response

Gold Standard

What particular strengths does this individual display?

Comments by Shay McShane

Abhishek has exhibited remarkable strengths throughout our collaboration. His instrumental role in building the Azure Data Factory platform for our data initiatives at Dunnes showcases not only technical expertise but also effective project management. Abhishek's professionalism and collaborative approach made working with him a pleasure, demonstrating resilience and a commitment to excellence. His ability to navigate challenges and contribute significantly to the success of our data initiatives highlights his valuable strengths in both technical and interpersonal aspects.

What could this individual do to have a greater impact?

Comments by Shay McShane

Abhishek has consistently proven to be a remarkable ambassador for EY, embodying the highest standards of professionalism. His dedication to his work and the seamless manner in which he represents EY is truly commendable. Throughout my observations, I have not identified any areas where he needs improvement. Abhishek's performance reflects a level of excellence that significantly contributes to the positive image and success of our team.