DATA VIZUALIZATION: Candidate

tl;dr:s

* *…*

Summary:

* ***No evidence…***
* ***Basic****…*
* ***Intermediate to advanced****…*
* ***Advanced to expert…***

Positive:

* *…*

Needs further investigation:

* *…*

Recommendation:

* …

Major / Minor:

* *…*

DATA VISUALIZATION EVALUATION

PEOPLE

* No Evidence:
* Basic**:**
* **Intermediate**:
  + Manages multiple teams with 2 to 10 people as a project or program manager; no direct reports
* Advanced:
* Expert:
* 99th percentile:

PROCESS

* No Evidence:
* Basic:
* Intermediate:
* **Advanced:**
  + Certified Scrum Master; conducted “Agile 101” brown bags for new hires
* Expert:
* 99th percentile:

TECHNOLOGY

* No Evidence:
* Basic:
* Intermediate:
* **Advanced:**
  + Multiple program / task project management tools (Jira, Asana, MS Project**,** BitBucket, GitHub)
* Expert:
* 99th percentile:

INDUSTRY

* NA: Not evaluated
* No Evidence:
* **Basic**:
  + *All experience is retail*
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

FUNCTION (FOCUS OF CAREER)

* No Evidence:
* **Basic:** 
  + Has only been in project or program management roles
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

ROLE (SPEED OF CAREER)

* NA: Not evaluated
* No Evidence:
* Basic:
* Intermediate:
* **Advanced**:
  + Moved from analyst to project manager to program manager within 6 months at current role
* Expert:
* 99th percentile:

DATA VIZUALIZATION EXERCISES

1. SCENARIO
   1. Westeros, Inc. is a Winterfell-based media company that produces and distributes print and streaming entertainment (books and TV)
   2. The VP of Analytics at Westeros, Inc. hired Slalom to reduce uncertainty in the following areas
      1. Human resources
         1. Attrition rate
         2. Tenure
         3. New hire location
         4. New hire role
      2. Production / Logistics
         1. Geographic footprint;
         2. new market size
      3. Sales / Marketing
         1. Profit
         2. Cross-promotion
         3. New product ideas
         4. Pricing
      4. Corporate
         1. Balanced management team
         2. Excessive travel expenses
2. EXERCISE
   1. Propose a dashboard for a senior manager at Westeros, Inc.
   2. Use this key to guide design and data decisions
      1. Human Resources:
         1. House Tully of Riverrun
      2. Production / Logistics
         1. House Baratheon of Dragonstone
         2. House Baratheon of Storm's End
         3. House Targaryen of King's Landing
      3. Sales & Marketing
         1. House Greyjoy of Pyke
      4. Corporate
         1. House Stark of Winterfell
         2. House Connington of Griffin's Roost

EVALUATION SCALE

**NA: Not evaluated**

**0: No Evidence**

**1: Basic:**

1. Recognizes and explains basic solutions with guidance;
2. Familiar with principles, languages, and technologies **relevant to practice**
3. No evidence of Programmatic Output: (identify inefficiencies; reduce repetition; reusable code, processes, etc.)
4. Majority of experience in academic setting (boot camps or online)
5. Proposes solutions using simple existing components or concepts
   1. Uses one existing [Game of Thrones] data artifact per answer

**2: Intermediate:**

1. Recognizes and explains complex solutions with guidance;
2. Experience with principles, languages, and technologies **relevant to practice**
3. Programmatic Output: repeatable processes or function(s) that can be applied to **multiple contexts** **by candidate**
4. Majority of experience in professional setting
5. Proposes solutions using complex existing components or concepts
   1. Uses multiple existing [Game of Thrones] data artifact per answer; no stated assumptions about data

**3: Advanced:**

1. Recognizes and explains **trade-offs** with guidance;
2. Proficient with at least one principle, language, and technology relevant to practice
3. Programmatic Output can be applied to a **different context by candidate**
4. Increases in **task** complexity **within practice or company** (teaching self)
5. Proposes solutions using existing & assumed components or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts; states assumptions or needed changes to existing artifact(s)

**4: Expert:**

1. Recognizes and explains trade-offs with minimal guidance
2. Proficient with more than one principle, language, and technology relevant to practice
3. Programmatic Output applicable to a **different context by people within practice or company**
4. Increases in **role** complexity **within practice or company** (teaching others)
5. Proposes solutions using existing, assumed & fabricated components or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts; states assumptions or needed changes to existing artifact(s); proposes new data artifacts

**5: 99th percentile:**

1. Recognizes and explains trade-offs with no guidance
2. Contribution to one or more principle, language, or technology **relevant to practice**
3. Programmatic Output applicable to **multiple contexts by people outside of practice or company**
4. Increases in **role** complexity **outside of practice or company** (teaching others)
5. Proposes solutions using components or concepts that challenge the status quo
   1. You’ll know it when you see it