

Performance Feedback Form

Consultant Name:	Alex Bariyev
Client:	Eli Lilly E&C

Client Name:	Hyeyeon Lee
Engagement/Project:	myIntegrity, 7 Elements

Allegient is centered around 4 Core Values: Delivery, Relationship, Stretch and Servant’s Heart. Everything we do is tied to our values from delivering quality work to serving one another. Part of continually stretching ourselves and building strong relationships is soliciting feedback from our peers and our clients. We have tied specific behaviors to each value to ensure we are doing what it takes to live out our Allegient Values. These behaviors are listed under each value in the feedback form.

- DELIVERY - doing what it takes to deliver value and results
- RELATIONSHIP - building trusting relationships
- STRETCH - pushing the envelope personally and professionally
- SERVANT’S HEART – serving one another, our clients and the community

When filling out the form, use specific examples and as much detail as possible. When providing areas for improvement, please use measurable and specific action items. Thank you for your feedback and helping Allegient to better serve you! Completed forms should be sent to the requestor of the feedback.

Delivery <ul style="list-style-type: none"> • Proactively resolves problems with the engagement or for /with you, their client • Ensure commitments to clients are met • Approach engagement with a methodology and disciplined approach • Track and communicate relevant work and quality metrics • Use sound judgment to arrive at the most effective solution 	<ol style="list-style-type: none"> 1. What did the consultant do well on this project? 2. In what areas could he/she improve? <p>For both myIntegrity and 7 Elements, Alex has provided solutions to the issues and also made us aware of potential issues such as hard-coded language in myIntegrity.</p> <p>Both systems were built by another vendor but he has quickly got up to speed on understanding the applications and troubleshoot and identify the root cause of the issue. And also proposed the solutions that take into consideration both long-term maintenance (e.g. hard-coded language) and meeting needs of our urgency (e.g. 7-Elements – working with what has been provided by the other vendor and making suggestions that will not have to be re-built but made adjustments.)</p>
Relationship <ul style="list-style-type: none"> • Focus on client service by understanding and responding to your needs • Develop relationships with client peers 	<ol style="list-style-type: none"> 1. What did the consultant do well on this project? 2. In what areas could he/she improve? <p>Alex has been very easy to work with and quick to understand our needs. He has been open with us what he sees as issues or how easy or hard the solution would be implement so that we can make informed decisions.</p>

- Maintain a positive and collaborative attitude

Stretch

- Keep skills and knowledge fresh and relevant
- Learn to be comfortable outside of the zone
- Embrace new and different opportunities

- What did the consultant do well on this project?
- In what areas could he/she improve?

Based on the experiences we had so far, Alex seems to have expertise and skills we need on SFDC systems. He was good at finding the root cause of the issues which is very key for the stability of our systems because they are built by another vendor.

Servant’s Heart

- Develop leaders and mentor others when needed
- Act with humility when working with others
- Treat others with fairness, dignity and respect

- What did the consultant do well on this project?
- In what areas could he/she improve?

As mentioned previous, Alex has been very easy to work with and willing to listen what our needs and readily available and we’ve been glad to have his support for our systems.