



# Archived Annual Appraisal

## 2017-2018



### Appraisal WorkFlow Details

**Amit Prasad**

EMPLOYEE

BFS Americas

**Sudipta Kumar Das**

L1 MANAGER

BFS Americas

**Chandramouli Sundaram**

L2 MANAGER

DAAI - Delivery

**Amit Prasad**

DISCUSSION FEEDBACK

BFS Americas

### Additional Supervisor Details

Viresh Kumar

### Overall G & O Rating

Excellent Contribution

### Overall Competency Rating

Significant Strength

### Objective Details

#### Objective 1: INDIVIDUAL OBJECTIVES

##### MEASUREMENT CRITERIA

Quality of Product

100% compliance to DoD of stories owned by the individual

Story ownership

% of defects due to code changes should be restricted to 10%

Participation in Readiness & Planning activities

Should take ownership of at least 10% of the stories he/she develops in the quarter

Process Adherence

Participation in Sprint 0, Release planning, XP adoption (can be customised based on account strategy)

Competency

As defined in G & O - attendance of all Scrum ceremonies and mandatory ALM tool updation

Multiskilling/Cross skilling as per Quarterly plan

### ADDITIONAL SUPERVISOR RATING

Viresh Kumar

NA

### L1 MANAGER RATING

Rating



#### Objective 2: TEAM OBJECTIVE

##### MEASUREMENT CRITERIA

Productivity - Achievement of Stable Velocity

Velocity of all Sprints in the Quarter

Commitment Adherence


Commitment Adherence

Pulse/PCSAT/ACSAT/Account Specific Metrics **	Pulse/PCSAT/ACSAT Rating
Production Defects & Post Sprint Defects	Defect Slippage

ADDITIONAL SUPERVISOR RATING

Viresh Kumar	NA
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L1 MANAGER RATING


Rating	
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Objective 3: feedback	
	MEASUREMENT CRITERIA
Participation	Does the team member engage effectively with Product Owner in Backlog grooming, identify gaps & participation in Agile Ceremonies
Communication	Does this team member communicate Effectively and Assertively with PO/Teams/Other Stakeholders? Does not hesitate to speak up, puts across a different POV confidently.
Collaboration	Is the team member a good team player? (Actively work towards meeting Sprint/Release goals, Supports / Mentors new team members, shares knowledge/supports resolution of problems)

ADDITIONAL SUPERVISOR RATING

Viresh Kumar	NA
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L1 MANAGER RATING

Rating	
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Overall Comments	
Employee Comments	<p>Going forward for Q4 followings are my achievement :</p> <ol style="list-style-type: none"><li>1.Actively participated in Analytical report generation and created smart scheduler for the application which involves multithreading and challenging logical implementation.</li><li>2.Actively participated in Snowflake data validation framework from designing to coding which includes challenging logical implementation .</li><li>3.Actively involved in client interaction.</li><li>4.Got client appreciation for Snowflake validation framework .</li><li>5.Potential and tendency to learn new technologies and implement it.</li><li>6.Always mentor junior team members</li></ol>
L1 manager Comments	<p>Agreed, you are doing excellent in framework building for Floga.</p> <p>As discussed, please work on the following points:</p> <ul style="list-style-type: none"><li>- &gt; Take initiative in leading the team, get yourself involved in every onsite discussions</li><li>- &gt; Get involved in data (Take this on Priority)</li></ul>

Additional Supervisor Overall Comments

Viresh Kumar

NA

Key Competency Areas

Passion for Results

Displays drive to achieve results in the face of hurdles Is committed to perform the job to the highest possible standard Pushes self to explore various options in face of obstacles and finds ways to achieve the end result

Employee

Rating



L1 Manager

Rating



Client Centricity

Asks questions and shows keenness to understand client perspective Works to meet timelines with minimal or no escalation Is responsive to client needs and requests. Understands customer's needs and provides acceptable solutions by bringing contextual nuances in deliverables

Employee

Rating



L1 Manager

Rating



Effective Communication

Builds on common interests of the audience to build consensus around a problem/scenario Listens intently and asks questions to clarify understanding Understands given data and structures further communication based on the understanding

Employee

Rating



L1 Manager

Rating



Collaborative Working

Works well with colleagues from different parts of the organization Willingly asks for others' ideas and views Shares rationale of actions taken to achieve goals, with others, to build trust Makes changes in own way of working for the benefit of the client, organization and other relevant stakeholders

Employee

Rating



L1 Manager

Rating



Problem Solving & Decision Making

Seeks and analyses data and information pertaining to the issue at hand Breaks down issues to logical parts; Actively investigates and discusses it Chooses the best course of action with available information Displays a sense of urgency in accomplishing goals and takes actions to ensure results

Employee

Rating



L1 Manager

Rating



Learning Agility

Demonstrates eagerness to learn on the job Applies learned concepts and skills on the job with minimal guidance Records learning and insights from formal and informal events for self learning Seeks necessary help in order to deliver results in new and ambiguous situations

Employee

Rating



L1 Manager

Rating



Execution Excellence

Clearly understands work expectations & prioritizes critical activities Anticipates operational issues and prepares accordingly Uses a judicious mix of available resources while maintaining quality and speed of work output Reviews own work before submission, to ensure it fulfills requirements Recognizes the need to modify processes to achieve process efficiency

Employee

Rating



L1 Manager

Rating



Performance Summary

Areas of Strength

- Framework building - Guiding team members in solving technical issues

Areas Of Improvement

- Get involved in data - snowflake load, framework understanding etc