

Overall

Employee Overall Evaluation

Calculated Rating: 2.83
Rating: Needs Development (ND)
Comment:

Goals

Accelerating Banking & Financial Services Mastery & AI Innovation

Position ABC Tech as center of excellence in Banking and Financial Services (BFS), and AI-powered innovation, enabling faster development, cost efficiency, and greater ownership of Axos strategic projects and initiatives.

- Sample Key Results:
- By June 30, improve the application of BFS expertise in feature development—reflected by increasing the team-wide first-pass acceptance rate of features (measured by QA pass rate, code review, and stakeholder approval) by at least 30% from the established baseline.

Due Date: 06/30/2025 Status: In Progress Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating:
Comment:

Adherence to Team Principles and Practices

- Agreed Agile Principles and Practices, Team Working Arrangements such as RTO days, etc.
- 3 days RTO, Team Principles: Pairing, Shift-Left

Due Date: 01/31/2025 Status: Completed Completion Date: 01/31/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 50.00%
Target: 50.00%
Maximum: 100.00%
Actual: 100.00%

Employee Evaluation

Rating: 4 - Exceeds Expectations (EE)

Comment: I have consistently demonstrated strong adherence to our team principles and practices through several key initiatives. By complying with the RTO days policy, I have significantly improved team collaboration and engagement. Additionally, the implementation of dev pairing and peer review has not only enhanced team collaboration but also improved work quality and task turnovers. Furthermore, I proactively gathered the team's insights, feelings, and opinions through a feedback form, ensuring alignment with the 3-days RTO policy. These efforts have collectively fostered a more cohesive and productive team environment.

Drive High Value Outcomes for Key Projects

Drive High Value Outcomes for Key Projects

- **Achieve above a 70% completion rate of planned Product Backlog Items (PBIs) within each sprint.**
- **Mean time to resolve major and critical non-production bugs should be less than 2 sprints.**
- Reduce the average cycle time from start of development to QA/UAT by 20% through driving technical excellence, CI/CD improvements, and automation by the end of Q4
- Achieve seamless integration of DevOps practices. Improve deployment failures and mean-time to recover from failures by 20%.
- **Establish data measurement and reporting on key projects and team performance**

Due Date: 01/31/2025

Status: Completed

Completion Date: 01/31/2025

Category: Strategic Initiative, Operational Initiative, Compliance/Risk Mitigation

Organization Alignment:

Minimum: 50.00%

Target: 50.00%

Maximum: 100.00%

Actual: 80.00%

Employee Evaluation

Rating: 4 - Exceeds Expectations (EE)

Comment: I have consistently driven high-value outcomes for key projects by leading several crucial initiatives. By spearheading the effort to grant the ABC APW UI team access to the upper environments of AXOS Outsystems, I significantly reduced deployment dependencies, streamlining our development process and enhancing efficiency. Additionally, I developed various ADO Dashboards and charts to monitor task allocations and status, ensuring high-quality work while maintaining the team's work-life balance. My leadership in implementing critical features such as SSE callback functionality for order submissions, SAML SSO, and integrating WebSocket technology on Outsystems has been instrumental in enhancing the system's functionality and user experience. These achievements demonstrate my ability to deliver complex solutions and drive significant value for our projects.

Empowered & Accountable Teams

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Sample Key Results:

- By June 30, ensure that at least 50% of team members drives or take ownership of a specific task or deliverable in an ABC Strategic Initiative

Due Date: 06/30/2025 Status: In Progress Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating:

Comment:

Foster Cross-Functional Collaboration and Integration

- Facilitate monthly cross-functional workshops, training, or knowledge sharing, achieving over 75% attendance, and with a satisfaction score of 7/10 or higher.
- Standardize architecture, and development, testing, and deployment processes, ensuring 90% adherence across all engineering teams by year-end.
- Architecture and Dev Standards shared between APW and AUC
- Shift-Left

Due Date: 01/31/2025 Status: Completed Completion Date: 10/31/2024

Category: Strategic Initiative, Operational Initiative, Cost Reduction/Mitigation

Organization Alignment:

Minimum: 50.00%
Target: 50.00%
Maximum: 100.00%
Actual: 90.00%

Employee Evaluation

Rating: **4 - Exceeds Expectations (EE)**

Comment: I lead the team to drive Outsystems Workshop for AUC Team. I created the outline for the workshop materials that used to drive this initiative. Outsystems team facilitated this workshop not only to teach software development using Outsystems but what's Outsystems truly capable of and how low-code platforms can revolutionize software engineering. I think this initiative is beyond expectations, because after the workshop I noticed that the participants are not only interested on OutSystems but knows the capabilities of it and how to create applications using this low-code platform. And I think one good thing to add is that after this workshop other people in tech department are started to get more curious about Outsystems capabilities as a low-code platform.

Support the Recruitment and Retainment of key roles

Support the Recruitment and Retainment of key roles

- By the end of Q4, reduce the screening and interview stages duration to less than 2 days in average
- By the end of Q4, reduce average time to fill open roles to less than 60 days
- Achieve a candidate experience satisfaction score of average 7/10 or higher through surveys conducted post-interview

Due Date: 01/10/2025 Status: Completed Completion Date: 01/31/2025

Category: Strategic Initiative, Operational Initiative, Cost Reduction/Mitigation

Organization Alignment:

Minimum:	50.00%
Target:	50.00%
Maximum:	100.00%
Actual:	80.00%

Employee Evaluation

Rating: 5 - Substantially Exceeds Expectations (SE)

Comment: I have made significant contributions to supporting the recruitment process of our team. By structuring the onboarding plan, creating an onboarding checklist for the OutSystems team, and ensuring all SNOW requests are initiated before the actual onboarding, I successfully reduced the onboarding process from over a month to just two weeks. Additionally, I initiated the gathering of applicant feedback on various recruitment processes by incorporating Interview Feedback forms into the Recruitment Process Automation. This initiative has provided valuable insights for continuous improvement. Furthermore, I drove and supported the Recruitment Process Automation, which has streamlined the recruitment process and significantly reduced the recruitment duration. These efforts have not only enhanced the efficiency of our recruitment process but also contributed to a more positive experience for new hires.

Section Summary

Employee Evaluation

Calculated Rating: 2.83

Rating: Needs Development (ND)

Competencies

Dependability

Consistently demonstrates the Five Pillars of Character: trustworthiness, respect, responsibility, fairness, and caring. Meets commitments, works independently, accepts accountability, handles change, sets personal standards, stays focused under pressure, and meets attendance/punctuality requirements. Genuinely emotionally invested in work and creates an uplifting environment for self and others.

Employee Evaluation

Rating:

Comment:

Problem Solving/ Analysis

Makes decisions based on facts. Breaks down problems into smaller components, understands underlying issues, can simplify and process complex issues, and understands the difference between critical details and unimportant facts. Utilizes and builds upon the strengths of team members to optimize problem solving.

Employee Evaluation

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Comment:

Productivity

Manages a fair workload, volunteers for additional work, prioritizes tasks, develops clear and comprehensive work procedures, manages time well, and promotes the sharing of knowledge. Seeks new experiences that expand knowledge in one or more areas of work.

Employee Evaluation

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Comment:

Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

Employee Evaluation

Rating:
Comment:

Team Leadership

Knowledge of leadership practices and processes; ability to use strategies and skills to enlist others in setting, embracing and achieving objectives while having a long-term perspective of the future state of things and how to get there.

Employee Evaluation

Rating:
Comment:

Section Summary

Employee Evaluation

Calculated Rating: 0
Rating: