Taladiar, Dietrich

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By:

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

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Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: I am working as an Outsystems Developer for Axos Professional Workstation (APW) Project. I am part of the Team that is responsible for the development of the Front End related features and bugs. I am collaborating with different Teams such as Business Analysts, QAs and API/Backend Team.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Manager Evaluation

Response:

Employee Evaluation

Response: I actively participate in sprint planning sessions and daily stand-up meetings to provide updates on my tasks. Alongside my team, I also handle ad hoc tasks assigned to me from our Project Manager as they arise.

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Manager Evaluation

Response:

Employee Evaluation

Response: I measure my performance by the quality, timeliness, and reliability of my work. I focus on delivering features with zero to minimal bugs during testing, consistently meeting deadlines, and putting in extra effort when tasks require deeper attention or complexity. In addition to my individual contributions, I also actively support my teammates by sharing knowledge, collaborating on challenges, and helping ensure that the team as a whole delivers successfully. These behaviors help me gauge that I'm doing a good job and making a meaningful

impact.

How do you report progress to your supervisor? (What reports, meetings, etc?)

Manager Evaluation	Employee Evaluation
Response:	Response: In addition to sharing updates during our daily stand-up meetings, we also conduct regular catch-up huddles with the team. These sessions allow us to discuss progress more informally, address any blockers, and align on priorities or urgent tasks that may not surface in daily stand-ups. It's an effective way to maintain transparency and keep everyone in sync.

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

Manager Evaluation	Employee Evaluation
Response:	Response: OutSystems lacks a local development environment and the branching functionality commonly found in platforms like Git, such as pull requests and cherry-picking updates. To help address this, I contributed to a process improvement discussion where I proposed using OutSystems' Site Property/ Setting feature as a workaround. By leveraging this, we can implement toggle functionality for new changes, allowing them to be switched on or off as needed. This approach prevents premature features from being deployed or exposed in higher environments before they are fully tested or approved.

To implement this, the action steps include:
- Identifying features that require toggling.
- Creating corresponding Site Properties in OutSystems for those features.
- Updating logic to reference these toggle settings.
- Coordinating with the team to manage toggles during deployment.

This suggestion helps maintain better control over feature rollout and reduces risk during environment transitions.

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: Although I haven't officially proposed this yet, one potential improvement that could benefit the development team is enhancing the clarity and completeness of PBI (Product Backlog Item) documentation. Specifically, making the PBI details more precise and including clear reproduction steps would help developers better understand the intended behavior of a feature. This would reduce ambiguity, accelerate development, and improve accuracy during implementation.

I believe that by working with Product Owners or Business Analysts to establish more structured guidelines for writing PBIs—including consistent formats, sample inputs/outputs, and real-world scenarios—teams could avoid unnecessary revisions and streamline sprint execution.

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Manager Evaluation

Response:

Employee Evaluation

Response: One key area for improvement lies in our API and backend processes, particularly in how data models and structures are managed. Currently, some API implementations retrieve all available fields, even when many of them are not required for the specific use case. This creates unnecessary data transfer and processing overhead. It would be beneficial for the backend team—or ideally, for the entire project team—to collaborate in identifying which fields are truly essential for each API call. By refining the data payload to include only necessary fields, we can make our system more efficient, reduce waste, and improve overall performance.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Manager Evaluation

Employee Evaluation

| Response: | Response: | I've made a positive impact by consistently supporting my teammates. I offer help when they face technical challenges and share insights from my own experiences— especially during troubleshooting and development. This collaborative approach boosts morale and fosters an environment of mutual respect and learning. My readiness to take initiative and contribute practical solutions has built trust and helped maintain a motivated, solution-focused team culture. |

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Manager Evaluation	Employee Evaluation
Response:	Response: My objective is to strengthen my technical expertise in OutSystems by actively engaging in hands-on development work and gaining exposure through project tasks. I aim to improve my troubleshooting skills by resolving complex issues as they arise, applying practical solutions that support overall team performance. This growth will enhance my contributions to the project and help me deliver higher-impact results through experience-driven learning.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

Manager Evaluation	Employee Evaluation
Response:	Response: Building on my short-term objective of gaining hands-on experience and enhancing technical proficiency, my long-term goal is to evolve into a senior developer role. I aim to deepen my skill set in OutSystems and broader development practices through continuous exposure to complex tasks and challenges. I want to grow my confidence in both technical execution and decision-making, so I can take ownership of critical components, mentor others, and contribute more strategically to projects. This progression will enable me to become a more impactful and trusted member of the development team.

Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which

have yet to be created, so that you get credit for these as well.

Manager Evaluation	Employee Evaluation
Response:	Response: At present, there are no iGrafx process maps directly linked to my development responsibilities. However, I've identified several potential maps that could improve efficiency and clarity across the team:

Feature Development & Deployment Workflow
- Covers the steps from task assignment through implementation, testing, and deployment, including toggling via Site Properties to manage feature visibility across environments.

API Field Optimization Process *(Proposed)*
- Documents how we evaluate and refine API responses by identifying only necessary fields, reducing data waste and improving backend performance.

PBI Review and Developer Handoff
- Focuses on improving backlog item clarity by standardizing format and reproduction steps, helping developers understand feature intent before implementation.

Additional Feedback

Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.

Manager Evaluation	Employee Evaluation
Response:	Response: I contributed two key implementations to the project that I believe had a significant impact. First, I explored alternative solutions for the export-to-Excel functionality in OutSystems, which had certain limitations. I proactively researched Forge components that could support the implementation, tested them alongside my logic, and successfully developed a proof of concept. After presenting it to both my Team Lead and the Project's Team Lead, it was approved for integration, and I was commended for the successful implementation and test results.

The second task involved a feature requiring JavaScript development. Drawing from my own expertise and incorporating valuable

input from my colleagues, I was able to implement the feature effectively. Both contributions showcased my problem-solving abilities, technical initiative, and collaborative approach.

In addition, I supported the onboarding of a new team member by assisting with access to OutSystems and Azure DevOps credentials.