



Bisquera, Antonio Florencio

Sr. Product Manager

Manager: Arjay Gallentes

Evaluated By:

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Questions

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

Manager Evaluation

Response:

Employee Evaluation

Response: I'm currently the Sr. Product Manager for the AUC project. Here are my current rules, duties, and responsibilities:

- I ensure the roadmap is on track and requirements are complete.
- I employ the Agile Methodology to keep track of the project's progress.
- I create requirements for every sprint especially for features that are included in the UI of the AUC platform.
- I lead end to end product management efforts through strategy/ideation, research/design, roadmap/planning, and product launch.

Apart from my Product Management role, I also perform other tasks since the project currently has limited resources:

- As a scrum master, I ensure the project is progressing and all sprint ceremonies are followed.
- As a business analyst, I ensure that requirements are complete especially for reverse engineering tasks.
- As a leader, I also help the team navigate changes and help them understand the value of their work.

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: No process map or procedure.

Although there are no available process maps or procedures, I perform all tasks related to:

- Sprint Planning, Retrospective, Scrum Calls, Refinement, etc.
- I also gather requirements and create them in ADO.
- Roadmap setting, Project planning, Estimations
- Coaching and Mentoring team members.

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: The metrics that I use for my performance are the Sprint details like PBIs closing rate and bug rates. As of June 27, the project is at 88% completion and less than 10% bug rate. Aside from quantitative aspects, I also measure how quick/agreeable the team in terms of adopting new processes, procedures, and approaches.

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

Manager Evaluation

Response:

Employee Evaluation

Response: I have weekly catch ups with my immediate manager and it's shared via Loop. Other reports I share with AUC management are roadmaps and process.

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

Response:

Employee Evaluation

Response: I provided the improvements to the following:

Lessen the team's bug rate:

- Ensure there's internal Developer and QA demo before deploying to the different environments.
- Provide feedback about quick fixes or bugs immediately identified during demo.
- Establish different peer reviews before demos.

This resulted in fewer bugs raised and significantly improving the team's quality.

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

specific.

Manager Evaluation

Response:

Employee Evaluation

Response: Group interactions:

- Lesser calls. Converting Scrum calls into Scrum of Scrums and implementing asynchronous updates. This resulted in accelerating development and testing times for the team
- Separate Refinement session with the Data Team. This resulted in a clearer prioritization of the data modelling and conversion team.
- Fewer in person and team calls; more asynchronous updates. This resulted in a more productive sprint. Development and testing are also accelerated during the first half of the sprint.

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: Since I'm assuming several roles, I believe it will be more efficient if there are other resources like additional product managers or business analysts. This way, I can maximize my time as a product manager and help move the direction of the project.

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

Manager Evaluation

Response:

Employee Evaluation

Response: Same as the improvements I have suggested, I have also implemented them.

Group interactions:

- Lesser calls. Converting Scrum calls into Scrum of Scrums and implementing asynchronous updates. This resulted in accelerating development and testing times for the team
- Separate Refinement session with the Data Team. This resulted in a clearer prioritization of the data modelling and conversion team.

- Fewer in person and team calls; more asynchronous updates. This resulted in a more productive sprint. Development and testing are also accelerated during the first half of the sprint.

Also included improvements I implemented. I provided the improvements to the following:

Lessen the team's bug rate:

- Ensure there's internal Developer and QA demo before deploying to the different environments.
- Provide feedback about quick fixes or bugs immediately identified during demo.
- Establish different peer reviews before demos.

This resulted in fewer bugs raised and significantly improving the team's quality.

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

Response:

Employee Evaluation

Response: Goals in the next six months:

- Expand the scope of my role and responsibilities to the different milestones of the AUC project within the year.
- Lead a Program Increment Planning session to AUC in the second half of the year.
- Set demo sessions with Operations to showcase the AUC platform in the second half of the year.
- Present my progress in utilizing AI tools to management or my peers.

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

Response:

Employee Evaluation

Response: In the next two years:

- Own the entire AUC project, set related roadmap and priorities.
- Lead the AUC team members.

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

Response:

Employee Evaluation

Response: <https://axos.igrafxcloud.com/Process/Axos/obj/95982>
[Account Beneficiary / Axos](#)
[Account Maintenance / Axos](#)

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

Response:

Employee Evaluation

Response: Overall, I would like to share that my role is very dynamic since my responsibilities and scope are fully integrated in every process, task, workflow of the AUC project.