Bisquera, Antonio Florencio

Sr. Product Manager

Manager: Arjay Gallentes

Evaluated By:

Overall

Manager Overall Evaluation

Calculated Rating:

Rating:

Comment:

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Employee Overall Evaluation

Calculated Rating: 3.69

Rating: Meets Expectations (M)

Comment: Overall, there are instances where I believe I've exceed the business and management's expectations, I still see room for improvement for my performance in the future.

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: Completed   Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%

Target: 30.00%

Maximum: 100.00%

Actual: 0.00%

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Meets Expectations (M)**
Comment:	Comment: Overall, I believe I have exceeded expectations in AI Innovation to my workflows as well as the team's workflows. The only thing that's still in progress is the ABC Tech

Academy, which has taken the back seat because of scheduling.

Adherence to Team Principles and Practices

ABC-Tech-specific goals:
Agreed Agile Principles and Practices, Team Working Arrangements such as RTO days, etc.

3 days RTO, Team Principles: Pairing, Shift-Left

Due Date:	06/30/2025	Status:	Completed	Completion Date:	06/30/2025

Category: Operational Initiative

Organization Alignment:

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

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Exceeds Expectations (EE)**
Comment:	Comment: I believe apart from my Sr. Product Manager Role, I've maintained a consistent approach assuming other roles to help with the Agile methodology as well as maintain a good WFH:RTO record.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Drive High Value Outcomes for Key Projects

ABC-Tech-specific goals:
- 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:	06/30/2025	Status:	Completed	Completion Date:	06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum:	70.00%
Target:	100.00%

| Maximum: | 100.00% |
| Actual: | 0.00% |

Manager Evaluation		**Employee Evaluation**	
Rating:		Rating:	**Exceeds Expectations (EE)**
Comment:		Comment:	As of June 27, our completion rate is at 88%, which is considerably high. I've also basically handled setting goals after Sprint 5, which significantly addresses bug rates as well as maintaining the quality of PBIs and requirements created.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

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:	Completed	Completion Date:	06/30/2025

Category: Strategic Initiative

Organization Alignment:

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

Manager Evaluation		**Employee Evaluation**	
Rating:		Rating:	**Exceeds Expectations (EE)**
Comment:		Comment:	I'm constantly and consistently challenging team members to explore options, present their ideas, apply different approaches, etc. Every milestone is purposely driven to empower the team to be more accountable.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Enhance Team Versatility and Skills Advancement

<ins>ABC-Tech-specific goals:</ins>
• Drive and Support Upskilling and Cross-Skilling Initiatives, with a target of over 50% participation in both upskilling and cross-skilling initiatives by Q4. Focus on critical skills such as Golang, Java, DevOps, Process Automation, OutSystems, AI, Data, Microservices, and API.
• DevOps, OutSystems, Java, Power Platform, AI/ML
• Track and achieve over 10% increase in internal mobility or cross-team support capabilities by Q4.

- Jervie supporting with APW DevOps
- AUC Team doing OutSystems

<u>AAS-specific goals:</u>
- Build a strong knowledge base for training, knowledge transfers, and succession planning.

<u>AAS Key Results:</u>
- Document all related training materials by the end of 2024.
- Create a RACI template to clarify accountabilities for tasks within ABC AAS by the end of October.

Due Date:	06/30/2025	Status:	Completed	Completion Date:	06/30/2025

Category: Operational Initiative

Organization Alignment:

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

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Meets Expectations (M)**
Comment:	Comment: For the most part, succession planning is set with AAS. An item that I will start working on is AUC's succession planning. Overall, I've ensured all documentations are up to date and available, especially for Liz' knowledge transfers.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Foster Cross-Functional Collaboration and Integration

<u>ABC-Tech-specific goals:</u>
- 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

<u>AUC-specific goals:</u>
- Foster Cross-Functional Collaboration and Integration

<u>Key Results:</u>
- Finish Crucial Conversations learning series with AAS and AUC

Due Date:	06/30/2025	Status:	Completed	Completion Date:	06/30/2025

Category: Operational Initiative

Organization Alignment:

Minimum:	75.00%
Target:	100.00%
Maximum:	100.00%
Actual:	0.00%

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Exceeds Expectations (EE)**
Comment:	Comment: I believe I'm very collaborative in terms of helping or assisting the team achieve their respective goals. I like to believe I'm a catalyst for excellence and I lead by example.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Section Summary

Manager Evaluation

Calculated Rating: 0
Rating:

Employee Evaluation

Calculated Rating: 3.67
Rating: **Meets Expectations (M)**

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

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.

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Exceeds Expectations (EE)**
Comment:	Comment: I believe the team relies on my decision-making skills especially on setting goals and roadmap. I also ensure I remain consistent in all aspects like punctuality, RTO, and during ceremonies.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

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.

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Exceeds Expectations (EE)**
Comment:	Comment: As evident by my utilization with AI, I can outline problems and challenges properly so it can easily be solved. I also apply the "path to least resistance" approach during sprints, making implementation easier and faster.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

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.

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Exceeds Expectations (EE)**
Comment:	Comment: I believe I'm exceeding this competency because of the different roles I have to assume in order to ensure we have a good sprint, results, and output.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Results Focus

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

Manager Evaluation	Employee Evaluation
Rating:	Rating: **Meets Expectations (M)**
Comment:	Comment: Along with the rest of AUC, we have delivered consistent outputs while discovering and exploring new ways of making our work more efficient.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

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.

Manager Evaluation	Employee Evaluation
Rating:	Rating: **N/A (Only use for Competency Rating)**
Comment:	Comment: While I'm not technically a leader in the organizational structure, I believe I've already assumed roles and responsibilities as a leader. I also think my current standing as a pseudo-leader in AUC should be considered in my overall performance rating.

Additional Manager Evaluation

Evaluated By: Arjay Gallentes

Section Summary

Manager Evaluation

Calculated Rating: 0
Rating:

Employee Evaluation

Calculated Rating: 3.75
Rating: **Meets Expectations (M)**

Additional Manager Evaluation

Evaluated By: Arjay Gallentes