

Bucayan, Ronald

Software Engineer
Manager: Arjay Gallentes
Evaluated By: Arjay Gallentes

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Acknowledgement

Manager

Entered by: Arjay Gallentes Date: 08/14/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Ronald Bucayan Date: 08/13/2025
Status: Acknowledge Review
Comment:

Questions

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

Manager Evaluation

Response:

Employee Evaluation

Response: As an Outsystems Developer I design, build and maintain Outsystems projects. I make sure that the Outsystems best practices are followed and applied on my projects. I fix Outsystems related bugs that are being raise by the QA team. I collaborate with stakeholders to gather and analyze business requirements. Aside from that I also lead the Outsystems team as an Interim Tech Lead. I monitor the team's task allocations and status. I plan, facilitate and initiate different team initiatives to streamline and improve different aspects of the 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 created an automated for weekly timesheet submission reminder for cycle.

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 created ADO Dashboard and charts for monitoring teams task allocations and status, this is to ensures the team's work quality and work-life balance. I also created a team calendar for in order to make that the team is aligned with the company's RTO policy.

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

Manager Evaluation

Response:

Employee Evaluation

Response: I reported to my supervisor using different medium, I create reports for a data-driven discussions and meetings.

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 created an automated for weekly timesheet submission reminder for cycle.

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

Manager Evaluation

Response:

Employee Evaluation

Response: I'm looking forward to having Outsystems certifications and trainings.

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: I'm looking forward to having Outsystems certifications and trainings.

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: We started regular knowledge-sharing sessions, making it easier for everyone to learn from each other and collaborate better.

To keep the team motivated, I focused on open communication and celebrating our wins, big or small. Encouraging everyone to pursue advanced certifications and providing the necessary resources showed that I care about their growth. These changes helped create a more positive and productive work environment, making everyone feel more engaged and satisfied with their work

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: As an Outsystems Developer Lead, my goals for the next six months are to enhance team productivity by implementing agile methodologies and improving sprint planning, aiming for a 20% increase in completed PBIs per sprint. I also plan to optimize the performance of our top three critical applications, reducing their average load time. To foster better team collaboration, I will hold weekly knowledge-sharing sessions, encouraging participation and innovation. Finally, I will focus on increasing client satisfaction through prompt feedback and action plans, ensuring quality of work and potential new projects. These goals are designed to drive continuous improvement in team performance, application quality, and client satisfaction.

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: I aim to establish our team as a center of excellence in Outsystems development within the organization, recognized for delivering high-quality, innovative solutions. This involves not only maintaining but also continuously improving our development standards and practices. I plan to lead the team in adopting cutting-edge technologies and methodologies, ensuring we stay ahead of industry trends. This includes integrating AI and machine learning capabilities into our applications to enhance functionality and user experience. Additionally, I want to foster a culture of continuous learning and

professional development, encouraging team members to pursue advanced certifications and participate in industry conferences and workshops. Another key goal is to significantly improve our client engagement and satisfaction by developing more personalized and responsive solutions. Lastly, I aspire to expand our team's impact by collaborating with other departments and contributing to strategic projects that drive the company's overall growth and success. By focusing on these long-term goals, I hope to position our team as a vital asset to the organization and a leader in the Outsystems development community.

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: N/A

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: