

Santos, Rex Nino

Sr. Developer

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 am leading ABC APW Team, my role is to make sure the dev understand clearly the project goal, making sure they understand workitems

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

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: based on the team performance, and number of work items closed by the team per sprint

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

Manager Evaluation

Response:

Employee Evaluation

Response: Weekly 1 on 1, and DSU Updates, and Sprint Review

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: My suggestion to improve the ways of working of my team:

- T-Shirt Sizing when estimating rather than hours estimate
- Agile Flow
- Making AI part of the development
- ABC Tech Improving ways of working

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

Manager Evaluation

Response:

Employee Evaluation

Response: My suggestion to improve the ways of working of my team:

- T-Shirt Sizing when estimating rather than hours estimate
- Agile Flow
- Making AI part of the development
- ABC Tech Improving ways of working

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: n/a

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: ABC APW Team

- Sanity Checking every after commit to reduce the cycle time of the work items and going back and fort to QA Rejected
- Practice TDD and make sure all codes are working fine before deploying to higher env
- Collaboration with US Team

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: 1. **Improve Team Velocity**

- **Specific:** Increase the team's sprint velocity by 20% over the next two quarters by refining backlog grooming, improving estimation accuracy, and removing blockers faster.

- **Measurable:** Track sprint velocity metrics in Jira.
 - **Achievable:** Leverage retrospectives and coaching to identify and act on inefficiencies.
 - **Relevant:** Enhances team productivity and delivery predictability.
 - **Time-bound:** Achieve the target by the end of Q4 2025.
2. **Develop Technical Leadership in the Team**
- **Specific:** Mentor two senior engineers into tech lead roles by Q2 2026.
 - **Measurable:** Track progress through 1:1s, leadership responsibilities taken on, and peer feedback.
 - **Achievable:** Use shadowing, delegation, and leadership workshops.
 - **Relevant:** Builds succession and strengthens team autonomy.
 - **Time-bound:** Complete mentorship cycle within 12 months.
3. **Enhance Cross-Team Collaboration**
- **Specific:** Launch a quarterly cross-functional architecture review forum by October 2025.
 - **Measurable:** Track participation and number of shared initiatives.
 - **Achievable:** Coordinate with product and design leads to align schedules and topics.
 - **Relevant:** Promotes alignment and reduces siloed decision-making.
 - **Time-bound:** First session to be held by October 15, 2025.
4. **Foster a Culture of Continuous Learning**
- **Specific:** Implement a monthly “Tech Talk” series where team members present on new tools, patterns, or case studies.
 - **Measurable:** Track attendance and feedback scores.
 - **Achievable:** Rotate presenters and topics to maintain engagement.
 - **Relevant:** Encourages knowledge sharing and professional growth.
 - **Time-bound:** Launch by August 2025 and sustain monthly.

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

Response:

Response: 1. Improve Code Quality and Stability
2. Spearhead a project that will benefit both ABC and Axos

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 - I requested an access for igrafx app.

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: In my 2 years at ABC i wear multiple hat, when we loss a Scrum Master, i make sure the team still run and as much as possible still practising agile, I aligned with Product and Tech BA. I always do alignment with Product Owner and VPs and SVP. I'm grateful by this experience at given to me.