



Biglang-awa, Erwin

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)
Comment:

Erwin is an emerging leader who has successfully evolved from individual contributor to Development Lead while maintaining outstanding technical excellence. His natural leadership abilities, combined with systematic process improvement thinking and genuine commitment to team development, make him an invaluable asset to the team.

Erwin's implementation of knowledge-sharing initiatives, comprehensive approach to team empowerment, and innovative use of AI tools and automation demonstrate both current high performance and significant potential for expanded leadership responsibilities. His collaborative leadership style and focus on team growth create a positive, productive environment that enhances entire team capabilities.

Erwin's combination of technical expertise, process innovation, and people development capabilities makes him an ideal candidate for

increased team leadership.

Peer Feedback:

- **Leadership Excellence:** Team members consistently recognize Erwin's natural leadership abilities and his successful transition to Development Lead role. Colleagues appreciate his effective facilitation of agile ceremonies and his systematic approach to team empowerment through strategic delegation of growth opportunities.
- **Knowledge Sharing:** Peers value Erwin's establishment of weekly AAS brownbag sessions and his commitment to creating a transparent learning culture. Team members note the significant impact of these knowledge-sharing initiatives on team capability development and cross-functional understanding.
- **Technical Innovation Leadership:** Multiple colleagues acknowledged Erwin's pioneering work in AI tool adoption and his discovery of AccuTerm macro functionality. Team members appreciate his systematic exploration of automation opportunities and his practical implementation of efficiency improvements in legacy system management.
- **Collaborative Team Development:** Peers consistently praise Erwin's collaborative approach to problem-solving and his ability to leverage team strengths through expertise-based task assignment. Colleagues value his focus on building team confidence and his systematic approach to supporting individual growth and development.

Development Recommendations:

- **Short-term (Next 6 months)**

- **Leadership Development:** Complete formal leadership development program to complement natural leadership abilities
- **Technical Architecture:** Partner with AAS leaders, and take increased ownership of AAS system architecture decisions and documentation
- **Cross-Team Initiatives:** Lead at least one initiative involving multiple development teams
- **Greater Process Improvements:** Identify and implement additional automation and efficiency improvements

Long-term (6-24 months)

- **Engineering Management / Leadership Track:** Prepare for transition to formal leadership role with expanded team responsibilities
- **Strategic Technical Leadership:** Partner with AAS Tech Leaders, to lead long-term planning / architecture decisions for AAS
- **Organizational Process Leadership:** Drive development process improvements
- **Recruitment Leadership:** Take ownership of AAS hiring strategy and process optimization

Employee Overall Evaluation

Calculated Rating: 3.5

Rating: Meets Expectations (M)

Comment: Over the past review period, I've taken on greater responsibility as the Dev Lead of the AAS team, balancing both technical contributions and leadership duties. I've focused on improving team efficiency, fostering collaboration, and creating a culture of continuous learning through initiatives like our weekly brown bag sessions and process optimizations.

Looking ahead, I'm committed to further developing my leadership skills and contributing at a higher level, where I can continue to support the team's growth and drive meaningful impact across our projects.

Acknowledgement

Manager

Entered by:

Arjay Gallentes

Date:

08/06/2025

Status:

Acknowledge Review

Comment:

Employee

Entered by:

Erwin Biglang-awa

Date:

08/05/2025

Status:

Acknowledge Review

Comment:

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: | Exceeds Expectations (EE) | Rating: | Exceeds Expectations (EE) |
| Comment: | Erwin's implementation of AAS brownbag sessions represents outstanding leadership in continuous improvement and domain knowledge development. His involvement with AUC has demonstrably deepened both his understanding and the team's expertise in AAS and clearing systems. This initiative directly positions ABC Tech as a center of BFS excellence through systematic knowledge sharing and collaborative learning. | Comment: | The implementation of AAS brownbag sessions has significantly contributed to the continuous improvement of our domain knowledge and technical expertise. Additionally, my involvement with AUC has been instrumental in deepening my understanding of the AAS and clearing systems. |

Additional Manager Evaluation

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

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

Category: Operational Initiative, Cost Reduction/Mitigation

Organization Alignment:

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

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Erwin's comprehensive approach to engineering excellence exceeds expectations through his innovative use of AI tools (Windsurf, GitHub Copilot, VSCode Copilot) and his discovery and implementation of Accuterm macro functionality. His systematic exploration of tools for legacy BASIC programming and automation of repetitive tasks in the Rocket Universe Server environment demonstrates exceptional technical leadership and process innovation.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I have been actively leveraging AI tools such as Windsurf and GitHub Copilot to enhance code quality and streamline our development process. I also explored the capabilities of VSCode Copilot for the BASIC programming language, assessing its potential for our legacy systems. Additionally, I discovered and utilized the macro functionality in Accuterm, which significantly improves efficiency by automating repetitive and complex tasks within the Rocket Universe Server environment.

Additional Manager Evaluation

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

Rating: **Exceeds Expectations (EE)**

Comment: Erwin's leadership in taking on Scrum Master

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: "I have taken on responsibilities typically

and Product Owner responsibilities while delegating growth opportunities to team members exemplifies exceptional team empowerment. His facilitation of agile ceremonies, combined with strategic delegation of leadership tasks (timesheet reminders, training tracker, RTO/PTO records), demonstrates mature leadership thinking focused on team development and engagement.

handled by our Scrum Master and Product Owner to help facilitate agile ceremonies within our team. I lead key activities such as backlog refinement, sprint planning, retrospectives, and daily stand-up meetings. Additionally, I've delegated certain leadership tasks to other team members—such as managing timesheet reminders, updating the training tracker, and maintaining RTO/PTO records—to encourage their growth, accountability, and engagement."

Additional Manager Evaluation

Recruitment & Talent Excellence

Attract, assess, and prepare top talent to support ABC Tech's growth and strategic goals.

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

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 20.00%
Target: 80.00%
Maximum: 100.00%
Actual: 80.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Erwin's development of a technical skill guide and systematic approach to candidate screening significantly exceeds expectations. His standardization of the evaluation process and improvement of candidate assessment quality demonstrates strategic thinking and process improvement leadership that benefits the entire organization.

Employee Evaluation

Rating: Meets Expectations (M)

Comment: While it has been challenging to find the right candidates for certain roles, I have actively contributed by screening and shortlisting applicants for endorsement to the onshore interview stage. Additionally, I developed a technical skill guide to help both interviewers and candidates align on the expected competencies for each role. This has helped standardize our evaluation process and improve the overall quality of candidate assessments.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

Employee Evaluation

Calculated Rating: 3.5
Rating: Meets Expectations (M)

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

Rating: **Exceeds Expectations (EE)**

Comment: Erwin consistently demonstrates exceptional reliability in his dual role as technical contributor and Development Lead. His commitment to open, honest communication and accountability for both individual and team performance creates a foundation of trust. His willingness to take on additional leadership responsibilities while maintaining technical excellence demonstrates outstanding dependability.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I consistently demonstrate the Five Pillars of Character in my day-to-day work. I strive to be trustworthy and respectful, especially in my role as Development Lead, where I manage team responsibilities and ensure open, honest communication. I take responsibility for both my individual contributions and the team's overall performance, and I hold myself accountable for meeting deadlines and delivering quality work.

Additional Manager Evaluation

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

Rating: **Exceeds Expectations (EE)**

Comment: Erwin's analytical capabilities are exemplary, particularly in his systematic approach to breaking down complex issues and identifying root causes. His ability to help the team simplify technical challenges, optimize workflows, and clarify requirements demonstrates advanced problem-solving leadership. His collaborative approach leveraging team strengths while building confidence shows sophisticated analytical thinking.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I approach problem solving by breaking down complex issues into manageable components and identifying the root causes before proposing solutions. I rely on data and facts to guide decision-making, ensuring that solutions are grounded in reality and aligned with business needs.

In my development work and as interim Development Lead, I often help the team simplify complex technical challenges, whether it's debugging issues, optimizing workflows, or clarifying requirements. I also help distinguish between critical blockers and minor issues, allowing the team to stay focused on what truly matters.

I actively encourage collaboration by leveraging the strengths of team members—for example, assigning tickets based on individual expertise and involving the right people in discussions. This not only improves the quality of our solutions but also builds confidence and engagement within the team.

Additional Manager Evaluation

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

Rating: **Exceeds Expectations (EE)**

Comment: Erwin's productivity management as Development Lead is outstanding. His implementation of clear work procedures, automation through Accuterm macros, and knowledge-sharing initiatives (weekly brownbag sessions) significantly enhance both individual and team efficiency. His proactive approach to expanding knowledge and improving workflows demonstrates commendable productivity leadership.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I manage my workload effectively by prioritizing tasks based on sprint goals, team capacity, and business impact. As interim Development Lead, I ensure that work is distributed fairly across the team and that we stay aligned with our sprint commitments. I also volunteer for additional responsibilities, such as facilitating Agile ceremonies, supporting team members with blockers, and representing the team in cross-functional meetings.

I make it a point to develop clear and repeatable work procedures, such as using AccuTerm macros to automate repetitive tasks and introducing weekly brown bag sessions to promote knowledge sharing. These initiatives have helped improve both individual and team efficiency.

I also actively seek opportunities to expand my knowledge, whether through hands-on experience, collaboration with other teams, or exploring new tools and practices that can benefit our workflow. My goal is to continuously improve not just my own productivity, but also that of the team.

Additional Manager Evaluation

Results Focus

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

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Erwin consistently delivers comprehensive, high-quality work while effectively leading team results. His proactive approach to planning, priority management, and blocker resolution ensures consistent achievement of sprint goals. His accountability for both successes and improvement areas, combined with his systematic progress monitoring, demonstrates exceptional results orientation.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I consistently strive to deliver high-quality, comprehensive work on time by planning ahead, managing priorities, and staying focused on sprint goals. Whether I'm working on development tasks or leading the team, I make sure that my efforts are aligned with delivering tangible results that contribute to our overall success.

I take full ownership of my responsibilities, and I hold myself accountable for both successes and areas where improvement is needed. I actively monitor progress, adjust when needed, and ensure that blockers are addressed quickly—either by resolving them myself or by coordinating with the right people.

Additional Manager Evaluation

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: | N/A (Only use for Competency Rating) | Rating: | N/A (Only use for Competency Rating) |
| Comment: | N/A | Comment: | <p>In my role as interim Development Lead, I've applied key leadership practices to guide the team toward shared goals while maintaining a long-term perspective on growth and improvement. I focus on setting clear objectives, aligning the team around sprint priorities, and ensuring that each member is empowered to contribute effectively. I use a collaborative leadership style, encouraging open communication, knowledge sharing, and continuous feedback. Initiatives like our weekly brown bag sessions have helped foster a culture of learning and transparency, while also giving team members a platform to showcase their work and grow in confidence. I also take a proactive role in removing blockers, facilitating Agile ceremonies, and representing the team in cross-functional discussions. These efforts help maintain momentum and ensure that the team stays focused and aligned with both short-term deliverables and long-term goals.</p> |

Additional Manager Evaluation

| Section Summary | | | |
|--------------------|---------------------------|---------------------|------------------------|
| Manager Evaluation | | Employee Evaluation | |
| Calculated Rating: | 4 | Calculated Rating: | 3.5 |
| Rating: | Exceeds Expectations (EE) | Rating: | Meets Expectations (M) |