Artates, Glizzel Ann

OutSystems Software 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	Employee Evaluation
Response:	Response: Role: OutSystems Developer Tasks: • Involves in refinements • Involves Estimation • Involves in Software design and development • Leads the OS developer and oversee the overall development in every sprint • Involves in software architecture design • Coordinates between team to ensure the team is align in everything, processes and implementations

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	Employee Evaluation
Response:	Response: No process map or procedures. Tasks: • Process lead time in terms of development, making sure are flow efficiency is high and no work items are staying for too long in not active status • High Product Quality - introduce process that will help the team lessen the bugs being filed by adding code reviews, checklists and coding patterns in development to make sure the code base is neat and clean, and the team will not introduce any technical debts

- 1. I suggested and implemented improvements in the product delivery process to enhance speed and code quality
  2. Introduce a formal code review process as a mandatory step before endorsing work items for testing.
  3. Recommended and enforced adherence to coding standards to maintain consistency across the codebase.
  4. Created and applied a development checklist to ensure: [Code Review Checklist [Template].xlsx](), [Sprint 12 Pre - QA Checklist.loop]()
- work items meet defined quality criteria before completion.
- common errors and oversights are avoided

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	Employee Evaluation
Response:	Response: I use Azure DevOps to: • Track my work item progress • Log and review hours worked for time management and transparency I monitor the results of the processes I've suggested and implemented to measure their impact and effectiveness I evaluate sprint outcomes to assess team performance and my contribution as a leader. Positive sprint results and improved workflows indicate that my leadership and technical decisions are effective. Continuous feedback from the team and stakeholders helps validate that I'm adding value and meeting expectations.

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

Manager Evaluation	Employee Evaluation
Response:	Response: 1. I share updates during our regular one-on-one sessions, where we discuss progress, blockers, and next steps. 2. I provide visibility through ADO by: • Updating work item statuses. • Reflecting completed tasks and sprint results. 3. I also report progress sometime directly

via chat when quick updates or immediate clarifications are needed.
4. Giving updates through DSU

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	Employee Evaluation
Response:	Response: 1. I suggested and implemented improvements in the product delivery process to enhance speed and code quality 2. Introduce a formal code review process as a mandatory step before endorsing work items for testing. 3. Recommended and enforced adherence to coding standards to maintain consistency across the codebase. 4. Created and applied a development checklist to ensure: Code Review Checklist [Template].xlsx, Sprint 12 Pre - QA Checklist.loop • work items meet defined quality criteria before completion. • common errors and oversights are avoided These improvements help ensure that completed work items are delivered fast with higher quality, reducing rework and increasing team efficiency.

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

Manager Evaluation	Employee Evaluation
Response:	Response: I was involved in making sure that group interactions were improved by making sure have strong collaboration and coordination, initiating alignments within the group to make sure that everyone is aligned to every new processes. Just like mention in previous questions, mainly I was involved in making sure that the product delivery in terms of development will improve by strong adherence to the processes introduced, stepping up to be the OS lead to make sure that we have high work flow efficiency and coordinating with other members of the team

will be easily by having one main person to go to.

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	Employee Evaluation
Response:	Response: To better improve by role and be more efficient and effective, aside from personal training and learning, related trainings provided by the organization will be a great help especially when it comes to people management and project management or delivery. I believe, with the current situation, there was no wasted effort since everything we put into the project to improve the process benefit all the people involve whether we succeeded in that process or not, what important are the learning we got that will surely be a great way to have new ideas and reflect on what should we really do.

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

Manager Evaluation	Employee Evaluation
Response:	Response: 1. I suggested and implemented improvements in the product delivery process to enhance speed and code quality 2. Introduce a formal code review process as a mandatory step before endorsing work items for testing. 3. Recommended and enforced adherence to coding standards to maintain consistency across the codebase. 4. Created and applied a development checklist to ensure: Code Review Checklist [Template].xlsx, Sprint 12 Pre - QA Checklist.loop

    • work items meet defined quality criteria before completion.
    • common errors and oversights are avoided

These abovementioned helped not just me but also my colleagues to be better in terms of development, as we go to the process and being able to adhere to this process and getting positive results and feedback, shows that we are doing great and surely, we can

still improve as we go along in the future.

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	Employee Evaluation
Response:	Response: • Continue to lead a development team specifically focused on Low code development • Able to provide software architecture combining low code and high code • Gather more certifications to improve my skills, not only in OutSystems, but also with other tech stack, specifically in cloud, AI. • Be promoted to next level.

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	Employee Evaluation
Response:	Response: • Becoming an OS Architect, if not in OutSystems maybe with other technologies • OS Platform Lead

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: I don't have process maps, but below are the processes I was involved and contributed to: 1. I suggested and implemented improvements in the product delivery process to enhance speed and code quality 2. Introduce a formal code review process as a mandatory step before endorsing work items for testing. 3. Recommended and enforced adherence to coding standards to maintain consistency across the codebase. 4. Created and applied a development checklist to ensure: Code Review Checklist [Template].xlsx, Sprint 12 Pre - QA Checklist.loop • work items meet defined quality criteria before completion.

- common errors and oversights are avoided

5. I am also involved in designing the software architecture of the AUC project

6. Part of the recruitment process, conducted technical interviews

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: As a developer shift to leading the development team, I am proud to say that with the ideas and processes I introduced or suggested to the team had a great impact on the development, how we deliver each work item and increased the team's collaboration and interaction to reach our common goal, which is to deliver with high quality.