

Hey Albert,

We had a ton of amazing nominations for the H1 2024 Employee Excellence Awards, making it really tough to determine the winners. While you didn't get to take home the award this time, your dedication and outstanding work have not gone unnoticed! Below are the wonderful things your colleagues had to say about you.

Thank you for everything you do!!

## Nomination:

Award	Game Changer
Nomination	<p>Albert, a member of the Workflow Management team, has consistently demonstrated behaviors that align with the Game Changer Award criteria. His innovative approach and willingness to challenge the status quo have had a significant impact on our team and overall product development.</p> <p>Example 1: Collaborative API Contract Definition When we work together on defining new endpoints, Albert and I collaborate to define the API contract first. This approach has saved us a substantial amount of time and has ensured seamless integration between the front-end and back-end components. His readiness to adopt this method highlights his commitment to efficiency and teamwork, greatly benefiting our development process.</p> <p>Example 2: Tackling Unfamiliar Problems Albert exhibits a remarkable eagerness to dive into unfamiliar challenges. On multiple occasions, when a bug appears to be front-end related, he doesn't hesitate to take ownership and resolve it, even if it's outside his usual scope. This behavior not only exemplifies his problem-solving skills but also his dedication to ensuring the smooth functioning of our product.</p> <p>Example 3: Enthusiasm for Learning Albert's curiosity and appetite for knowledge extend beyond his primary responsibilities. He has independently explored back-end development in his free time, demonstrating his commitment to broadening his skill set and supporting the team in new ways. This willingness to learn and contribute to areas outside his expertise fosters a culture of continuous improvement and cross-functional</p>

	<p>collaboration.</p> <p>Example 4: Engaging Product Demos Albert is also known for his exceptional ability to present product demos. His creative and engaging presentations have effectively showcased our product's capabilities to stakeholders.</p> <p>Impact on Product, Customers, People, and Business: Albert's collaborative spirit in defining API contracts has streamlined our development process, reducing potential integration issues. By taking on and resolving unexpected problems, he ensures our product remains robust and reliable. His enthusiasm for learning new skills and exploring uncharted areas inspires the team and promotes a culture of creativity and experimentation. Lastly, his skillful product demos have positively influenced perceptions and other teams.</p> <p>In summary, Albert's innovative mindset, problem-solving abilities, and commitment to learning and collaboration make him a deserving candidate for the Game Changer Award. His contributions have had a profound impact on our team, product, and overall business.</p>
Comments on cultural values	<p>Cultural Value: We're curious and adaptable</p> <p>Albert consistently demonstrates a strong sense of curiosity and adaptability in his work. One specific example of this is his initiative to learn back-end development during his free time. Despite being primarily a front-end developer, Albert's eagerness to understand the back-end aspects of our projects showcases his relentless curiosity and adaptability. This willingness to step outside his comfort zone and explore new areas has not only broadened his skill set but also enabled him to provide valuable support to the team in unexpected situations.</p> <p>Another instance highlighting his adaptability is his approach to problem-solving. Whenever a front-end bug arises, Albert is quick to dive into the issue, even if it's a problem he has never encountered before. His readiness to tackle unknown challenges and find solutions exemplifies his adaptable nature, making him a reliable and resourceful team member..</p> <p>Cultural Value: We get the right things done</p> <p>Albert's commitment to getting the right things done is evident in his collaborative approach to defining API contracts. By insisting</p>

	<p>on working together to establish these contracts first, he ensures that both the front-end and back-end components are perfectly aligned. This methodical approach not only saves time but also prevents potential integration issues, demonstrating his focus on efficiency and accuracy.</p> <p>Additionally, Albert's dependability is reflected in his consistent delivery of high-quality work. Whether it's resolving bugs or presenting product demos, Albert always ensures that the job is done correctly and effectively. His creative and engaging presentations during product demos have been particularly impactful, effectively communicating our product's capabilities to stakeholders and contributing to positive customer feedback.</p>
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## Nomination:

<b>Award</b>	<b>We Win Together (Team) - Lena, Bill, Albert, Andrew, Paul</b>
Nomination	Despite, 3 PM changes in the last 3 quarters (plus individual health challenges for some), this team kept producing features such as new tasks, notification features, goals etc by working together resulting in a more polished product
Comments on cultural values	The team was adaptable through the many changes, and still produced our promised features (relatively) on time. We won together led by our TL Andrew.