FY23 PERFORMANCE MANAGEMENT FOR **AWASE KHIRNI SYED**

Leader: Kartik Venkatraman

Complete your Self Assessment

During the year end performance review, the member completes their self-assessment.

Member Information

Name
Awase Khirni Syed

Member ID
452327

Title
DIRECTOR CONSULTING EXPERT

SBU
Canada

BU
CAN Toronto Bank and Cap Mkt

Contract Title

Coefficient (France)

Leader Information

Name
Kartik Venkatraman

Title
DIRECTOR CONSULTING SERVICES

☐ PERFORMANCE OBJECTIVES

This section allows members and leaders to draft, weigh and track progress on each performance objective set for the fiscal year. Objectives should be SMART (specific, measurable, achievable, relevant and time-bound) and should be discussed prior to being submitted.

Rating Scale Legend

Other Role Rating
Exceeds Expectations (EE)
Meets Expectation (ME)
Needs Development (ND)
Needs Significant Development (NSD)
Significantly Exceeds Expectations (SEE)

The highlighted rating is read-only and shows the rating given by a manager in a previous step.

Exceeds Expectations (EE)
Member demonstrates a high level of competency or member achieves results beyond expectations.

Meets Expectation (ME)
Member fully demonstrates competency or member fully achieves expected results.

Needs Development (ND)
Member partially demonstrates competency or member partially achieves expected results.

Needs Significant Development (NSD)
Member demonstrates competency below minimum requirements or member does not achieve expected results.

Significantly Exceeds Expectations (SEE)
Member demonstrates exemplary competency; inspires others as a role model or member achieves results which far exceed expectations and sets an example for others.

ADMINSTRATIVE OBJECTIVES

Objective Name

Adminstrative Objectives

Objective Description

1. complete mandatory training (CGI and client) within assigned timeframes
2. Ensuring submission of timesheets by EOD every Thursday
3. Update RM profile every 6 months using CGI formatted template resume
4. Notify DCS of vacation/sick/other days out to ensure accurate forecasting

Results Achieved

1. completed all the mandatory training of CGI and client within the assigned timeframes
2. submitted timesheets on time
3. updated the RM profile
4. Notified early on for vacation or sick days.

Weight

20.00

Leader to share with Team (For Visibility Purposes Only)

☐

Objective Status

Start Date

2022-07-03

End Date

2023-07-03

Completion Status

Completed

Percent Complete

100%

Aligned To

☐ RATINGS

Member Rating

Exceeds Expectations (EE)

Member Comments

BUSINESS DEVELOPMENT AND CLIENT RELATIONSHIPS

Objective Name

Weight

Business Development and Client Relationships

10.00

Objective Description

Contribute to client satisfaction as measured through:

1. CIBC CSAP score
2. Positive client feedback received
3. Act where applicable if areas of improvement are identified

Leader to share with Team (For Visibility Purposes Only)

☐

Objective Status

Results Achieved

Awase has encourage and conducted professional and respectful work culture within CGI and CIBC.
He has conducted professionally and delivered the tasks at hand and recused himself.

Start Date

2022-12-01

End Date

2023-10-31

Completion Status

On Track

Percent Complete

100%

Aligned To

☐ RATINGS

Member Rating

Exceeds Expectations (EE)

Member Comments

EMPOWER CGI TEAMS WITH CONFORMIQ AND AUTOMATION KNOWLEDGE THROUGH BOOTCAMPS

Objective Name

Empower CGI Teams with ConformIQ and Automation Knowledge through bootcamps

Weight

20.00

Objective Description

- Empower CGI Teams with ConformIQ and Automation Knowledge through bootcamp
- Mentor CGI and CIBC Teams in product modernization and platform transformation initiatives

Leader to share with Team (For Visibility Purposes Only)

☐

Objective Status

Results Achieved

Awase has contributed and empowered CGI teams with ConformIQ and Automation Knowledge through bootcamp and training of CGI folks during December. Furthermore, he has trained many CIBC contractors and QA folks involved in ConformIQ Automation. He has worked with development teams at CIBC (Parth and Sneha) shared various strategies for shift left for accessibility and analytics automation. Furthermore, He has worked at platform modernization strategies such as adoption of "data-test-id". Awase has proactively engaged with ConformIQ vendor to incorporate page scan and structure diagram generation feature. In addition to this, he has contributed and strategized in laying foundation for self-heal capability of ConformIQ by using the page scan annotation feature where Xpath/Object identifiers are stored as JSON objects within the model

Start Date

2022-12-07

End Date

2023-01-13

Completion Status

On Track

Percent Complete

100%

Aligned To

⬜ RATINGS

Member Rating

Exceeds Expectations (EE)

Member Comments

ENABLE AND DELIVER PROCESS TRANSFORMATION AND AUTOMATION -DELIVERY EXCELLENCE

Objective Name

Enable and Deliver Process Transformation and Automation -Delivery Excellence

Objective Description

Successful delivery of assigned projects and engagement:
- project artefacts and documentation delivered on time and accurately
- Achievement of desired timeline/scope and budget
- Document and share project experience with peers
- Mentor teams on business process improvement

Results Achieved

Awase has conceptualized, implemented and improved the process for shift-left strategy across various projects from conformiq modeling to regression testing. Some of the noted contributions are

1. Strategy for shift-left by incorporating axe-dev tools github plugins and vscode plugin during development phase. Subsequently, worked on integration keywords with Axe-Devtools vendor to integrate axe-devtools 4.7 into the existing CICD pipeline
2. Defined the process for release regression and CICD pipeline, optimized the usage of cards/test data from 1164 to 300+ cards for release regression package testing
3. Defined the process for pre-gating and gating and suggested enhancements in the existing process.
4. Mentored teams on business process improvements and documented business process improvement along the CICD pipeline.
5. Identified gaps and challenges for various scenarios for increasing the velocity of execution, by proposing alternative solutions. Presented proposal for Federated Automation Management for the Enterprise "FAME" using Docker Container based solution. This was initially approved by CIBC Cloud authority and later due to change in the strategy, it was not approved for implementation after the POC. Pivoted to Microsoft Azure based VDI solution using VM Scalesets and alternatively pursuing integration with Citrix VDI based solution using Jenkins based Automation using Master-WorkerAgent Configurations
6. Performed detailed analysis on Robot Framework 5 for Regression and Robot Framework 5 for Native Regression and documented and shared feedback.
7. Performed detailed analysis on Cross-browser testing on Mac OS platform for Chrome and Safari based automation testing and have documented the process.
8. Performed detailed analysis on Cross-browser testing on Windows 10 for Chrome, Firefox and MS Edge for automation testing and have documented the process.
9. Performed detailed analysis on TOSCA and GINGER evaluation and success criteria, shared detailed analysis presentation.
10. Provided detailed analysis on code-coverage solution using Jacoco and Sonar Qube for E-Banking Code Coverage Solutions using parasoft for @ ali karimi

Weight

50.00

Leader to share with Team (For Visibility Purposes Only)

☐

Objective Status

Start Date

2022-11-01

End Date

2023-10-31

Completion Status

On Track

Percent Complete

75%

Aligned To

☐ **RATINGS**

Member Rating

Exceeds Expectations (EE)

Member Comments

INTERNAL BCM GROWTH

Objective Name

Internal BCM Growth

Objective Description

1. Contributions to Internal BCM/CGI Initiatives
2. Participation in Internal BCM/CGI Initiatives and /or committees
3. Mentoring/Growing Team Members/Act as a Buddy for new employees.

Results Achieved

Awase has contributed and shared his expertise with various RFP proposals working with CIBC bidding process for

1. Release Regression Support RFP for CIBC and Sympli during APRIL/May 2023
2. E-banking Code-Coverage Solutions for API testing with ParaSoft
3. Provided trainings to CGI folks in bench for RBC on-boarding process for python automation.
4. Provided support for CGI folks by training them on Python automation.
5. Provided support for CGI folks in Scotia on how to use python automation.

Weight

20.00

Leader to share with Team (For Visibility Purposes Only)

☐

Objective Status

Start Date

2022-08-01

End Date

2023-07-03

Completion Status

On Track

Percent Complete

100%

Aligned To

☐ **RATINGS**

Member Rating

Exceeds Expectations (EE)

Member Comments

TESTGRID POC AND PILOT INTEGRATION WITH BANKING CLIENTS

Objective Name

TestGrid POC and Pilot integration with Banking Clients

Objective Description

- Demonstrate POC Integration of CIBC OLB and Web Execution for various CIBC Scenarios and Adoption to the CIBC Client

Weight

20.00

Leader to share with Team (For Visibility Purposes Only)

☐

- Expand the adoption of TestGrid and ConformIQ to multiple banking clients across canada.
- Demonstrate Pilot with CIBC Native Integration and OLB Cross browser parallel testing
- Demonstrate the Integration of TestGrid Across CIBC Pipeline for Native and OLB Cross Browser Testing Applications
- Increase Execution Speed by 10x by Concurrent Execution of Native Test Cases using multiple devices using TestGrid
- Increase Execution Speed by 10x by Concurrent Execution of OLB Cross Browser Testing using TestGrid

Results Achieved

TestGrid POC and Pilot Integration was directed in two phases by CIBC Director Mr. Silviu Muntean
Objective: to look at on-premise solution of TestGrid and Comparison with Microfocus Mobile Center
   - the POC was done after a lot of security challenges, documenting all the challenges, gaps in processes, compliance requirements
   - the POC presented a detailed analysis of integration with existing robot framework 3.1.2 and the gaps in the framework dependencies for seamless execution of the native mobile test cases
   - A detailed analysis has been done against the agreed success criteria and shared with @karthik venkatraman and @davis douglas reporting all the limitations, gap and adoption strategy.
   - It has been recommended to the client for cloud-based solution of TestGrid platform where native mobile and cross-browser execution could be an alternative solution to look at instead of on-premises solution. Please refer to the slide deck of comprehensive analysis and solutions shared with @davis douglas and @karthik venkatraman

Aligned To

☐ RATINGS

Member Rating
Exceeds Expectations (EE)

Member Comments

Objective Status

Start Date
2022-11-04

End Date
2023-06-30

Completion Status
On Track

Percent Complete
100%

☐ CGI VALUES

The way we achieve objectives and behave should be aligned with the CGI Values. This section allows members and leaders to assess how the member aligns with each of the CGI Values, while achieving their objectives.

Legend

Other Role Rating	The highlighted rating is read-only and shows the rating given by a manager in a previous step.
Demonstrated	Demonstrated The member has demonstrated the expected behaviors during the review period.
Developing	Developing The member needs to work on exemplifying the expected behaviors.
N/A	N/A N/A

CGI Values

Member

Partnership and Quality

Demonstrated

For us, partnership and quality are both a philosophy and a way of life. We constantly deepen our understanding of our clients' business and we develop and follow the best management practices. We entrench these approaches into client relationship and service delivery frameworks in order to foster long term and strong partnerships with our clients. We listen to our clients and we are committed to their total satisfaction in everything we do.

Member Comments

ASSIGNED TASKS

Member

Objectivity and Integrity

Demonstrated

We exercise the highest degree of independent thinking in selecting the products, services and solutions we recommend to clients. In doing so, we adhere to the highest degree of quality, objectivity and integrity.

We do not accept any remuneration from suppliers. We always act honestly and ethically. We never seek to gain undue advantages and we avoid conflicts of interest, whether real or perceived.

Member Comments

ASSIGNED TASKS

Member

Intrapreneurship and Sharing

Demonstrated

Our collective success is based on our competence, commitment and enthusiasm. We promote a culture of innovation and initiative where we are empowered with a sense of ownership in supporting clients, thus ensuring our profitable growth. Through teamwork, sharing our know-how and expertise across our global operations, we bring the best of CGI to our clients. As members, we share in the value we create through equity ownership and profit participation.

Member Comments

ASSIGNED TASKS

Member

Demonstrated

Respect

In all we do, we are respectful of our fellow members, clients, business partners and competitors. As a global company, we recognize the richness that diversity brings to the company and welcome this diversity while embracing the overall CGI business culture.

Member Comments

ASSIGNED TASKS

Member

Demonstrated

Financial Strength

We strive to deliver strong, consistent financial performance which sustains long term growth and benefits both members and shareholders. Financial strength enables us to continuously invest in our members' professional development, our services and our business solutions to the benefit of our clients. To this end, we manage our business to generate industry superior returns.

Member Comments

ASSIGNED TASKS

Member

Demonstrated

Corporate Social Responsibility

Our business model is designed to ensure that we are close to our clients and communities. As members, we embrace our responsibilities to contribute to the continuous improvement of the economic, social, and environmental well-being of the communities in which we live and work.

Member Comments

ASSIGNED TASKS

Member	Leader

We have discussed the CGI values

Yes ⚪   No ⚪

Member Comments

☐ PERSONAL DEVELOPMENT PLAN

This section allows members and leaders to identify development goals and activities to allow the member to continue to grow and develop.

Member Comments   **Leader Comments**

☐ CONTINUOUS FEEDBACK

This section allows members and leaders to request and provide feedback.

☐ OVERALL SUMMARY

This section allows members and leaders to document the performance rating and their overall comments during the year end performance review.

Overall Comments

Member's Year-End Comments

Overall Performance Rating

> **Member**

☐ ATTACHMENT(S)

This section should be used to attach any documents that are relevant to the performance review.

Filename
[TESTGRID POC Evaluation.pptx](#)
[TOSCAGinger.JPG](#)
[TOSCA_Ginger_Demo_Analysis_v2.pptx](#)
[TestgridPOCEmail.JPG](#)