# Nomination Template

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| Name of the Associate: Bhaskar Dara | Associate ID: 484260 |
| Current Grade: Associate | Support Function: Delivery Excellence - Industrialize |
| Nominating Manager: Gayathri R | |

**Current Rating** : EM

**Time at current level/ role** : 4+ years

**Business Case:**

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| **Item** | **Qualifying criteria/ Remarks** | **Performance measure/ comments** |
| Self Development | *Trainings & Certifications* | * CAST AIA Certification Completed * CAST Key User Certification Completed * Participated in IBM AppScan Training * Participated in IBM RFT and RPT tools training * Participated in CAST Imaging and CAST Highlight tools training |
| Knowledge Management | *Participation in Conducting Training & or Knowledge base creation* | * He has given several sessions on CAST AIP Training to the multiple accounts to onboard into CAST. * Presented CAST AIP tool demo on the capabilities of the tool for multiple accounts * Involved in Customer Presentation of the CAST reports * He is involved in presenting the IBM CLM Tool Demo for several accounts |
| Functional Competency |  | * He was the first to onboard Function Points for some of the accounts in the Organization, such as Metlife & NT. * He has been instrumental in getting the necessary Infrastructure Setup with the CAST specific Software’s & Upgrades & migrations over these years * He also been Pro-Actively involved in the Organization Wide Dashboard Setup for CAST, Maintenance, Regular Backup & Report Generation activities. * He has been instrumental in Integrating CAST with JIRA. * He has taken up challenging Technical activities & helped the team in their technical challenges. Can proudly say that I am the Go to guy within the team for any technical challenges, be it for CAST or IBM tools. * Have been effective in Managing the CLM Setup, Installation & Upgrade Activities within Prod/Staging environments. * Handling most CLM related Activities, User Support, and User Creation for most accounts. |
| Client Management and Consulting |  | * Bhaskar has implemented CAST for around 25+ accounts in these previous 4+ Years in CAST COE Team, Accounts such as Metlife, NT, Delta, Arcadia, C&W, Electrolux, Pepsico, QEA etc. and continue to Manage the these accounts at present, AbbVie, Transcelerate, PKI, HMH, IAT, Sanofi. * He has been involved in onboarding the accounts into CLM, AppScan tools from IBM stack. * On boarded 3M Account onto CLM (RTC) & uploaded 800+ Articles & Artifacts, with more than 200+ Users. |
| Knowledge & Competence Development |  | * He demonstrated remarkable capability in mastering new tools and technologies. * He has been instrumental in Integrating CAST with JIRA. * He has been first to Setup CAST Automation with   Jenkins for CoreLogic. The Same has been implementing now for several accounts. |
| Client feedback | 1. *if any, include mails wherever applicable* |  |

**Description of 3 key strengths and 3 areas of improvement**

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| **Strengths:**   * **Technically sound** * **Quick Learner** * **Innovative problem solver** |

**Future Role (s) the nominee would play:**

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**Exception Nominations**

**In case of promotion nomination being an exception case**

* + **Reason for MA / NA rating**
  + **Substantiate upward trend in performance**

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**Date**: 11-07-2019

**WKCDA Assignment:**

The West Kowloon Cultural District Authority is a development project that aims to form an international-grade arts and culture hub on an area of land in West Kowloon, Hong Kong. WKCDA was already using IBM Rational Collaborative Lifecycle Management, but the version used was outdated & also the product was running on old version of Windows & MS SQL Server database. There was a pressing need to go for platform & product upgrade. In addition, the product was expected to be migrated to a newer environment with latest hardware & OS configurations.

WKCDA is looking for a partner to help them on this upgrade and enhance the reporting through improvised dashboard and downloadable reports.

As it involved product, DB & VM upgradation – it was a big challenge

Bhaskar have been involved from End to End setup of CLM migration process, understanding the customer requirements, challenges and their need.

The needs of the customer are summarized below:

* Upgrade CLM to latest version
* Database upgrade to SQL Server 2016
* Migrate CLM to different VM
* Advanced Reporting & Dashboard
* Develop Customized Reports – to view consolidated defects metrics based on severity & status.
* Build CLM Staging environment
* CLM Advisory
* Rational Team Concert – OOB dashboard & reports were recommended for reporting as the customer had not used reports before
* JAZZ Reporting Server was recommended to create customized reports & for advanced reporting
* UAT for Staging and Production instances

Without any pre knowledge, Bhaskar has shown commitment in completing the entire tasks on time, where he worked 40hrs+ on stretch to meet the timelines and fixing the issues to make the production system up and running. He got good appreciation mail from WKCDA Client directly on his commitment and passion towards the work.

It was a complex migration activity – where CLM product, DB & VM upgradation was involved.

With the help of Bhaskar, the whole migration activity was done in a well time-boxed way with no migration or product compatibility issues.

**Customer results:**

1. HKD 87,000 savings for the customer
2. Increased Application Performance achieved by product, database & VM upgrade
3. Improvised reports to have better insights of project metrics
4. Separate Staging Environment for Pre-Prod activities
5. Customer was able to use CLM Rest APIs to fetch Defects related details without connecting to CLM
6. Production CLM migration was executed in 4 days of time
7. Enabled about 200+ users on the latest version of CLM & Advanced reports & dashboards

CAST COE Role:

AbbVie : Case Study from Customer:

**AbbVie** is global biopharmaceutical giant with an annual revenue of **$28.2 billion**. Cognizant has been the strategic technology partner for AbbVie about 6 years now.

* With CAST our average code quality has **increased from 2.2 to around 3.3** - with **top scores for many green field projects 3.5+**
* **40 + projects** on boarded in Web & Digital
* Customer recognized our stellar show and **onboarded 5+ Mobile Native** projects (IOS, Android,  Xamarin) onto CAST
* **Zero production issues** on the critical applications
* Reduce overall defects by **20%**
* Effort reduction by **5%**
* Reusability **10%** & Improved Estimation
* TQI is improved from **2.2** to **3.3**

PerkinElmer:

* The TQI has improved from **2.7** to **3.9**
* Zero Critical Violations found in the latest analysis results

Bhaskar helped couple of teams to make their applications Zero Critical Violations.

And reduced technical debt of overall ~ 10M $

In Last 4Years, he ran CAST Analysis on 25+ accounts ~100+ applications and ~5M LOC.