

**SPS COMMERCE**

Performance Evaluation and Development Form

Review Period January 1, 2017 - December 31, 2017

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| EMPLOYEE NAME: Benjamin Lipson | |
| JOB TITLE: Software Engineer | MANAGER: John Kelly |

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| **INSTRUCTIONS**: The performance evaluation is broken into two parts. Part one needs to be completed by the employee. After the employee completes part one, the employee should save and send it to their Manager to complete part two. After both parts have been completed, the Manager and employee should meet in person to review and sign the bottom.  **PART 1 – EMPLOYEE COMMENTS**  **2017 Goals/Expectations:** List out the goals/expectations of your role that were identified in 2017. How did these goals/expectations align with the company strategic themes? (*Transform* the way we grow together, *Clarify* the path to growth, *Drive* customer success, *Scale* the business.) |

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| Goals:   * Get Minivan to a working state * Deploy and secure the Daily Reports app * Deploy, secure, and enhance the T&C Setup Tool * Build a new XREF API that will serve as the source of truth for XREFs * Retire the legacy DBLoader app * Begin work to transfer FI4 to use the new XREF API * Begin mapping companies to XREFs * Deploy and secure IDMS   My goals align well with the strategic themes for the company. They all work towards replacing DC4UI by breaking it up into logical services, each of which represents a different piece of functionality. I also hooked all of these apps up to deploy using the company's BDP, and contributed effort towards improving the BDP. This all allows for better scaling, a clearer path to growth, and faster deployments and therefore faster customer success. My efforts have helped to transform the way that core applications at SPS interact with one another.  I'm very happy with the work that I did in 2017. Particularly with the work that went into the XREF API, which only took a few months to be completely finished functionally. I proved that I can work in any environment using any set of language, tools, and frameworks by working with Minivan (a Node app), daily reports (Spring Java), T&C Setup Tool (Python with Flask), and XREFs (Kotlin with Dropwizard). My enthusiasm and willingness to dive into new things has helped propel my work towards my goals. In addition, I proved that I'm light on my feet and capable of fast, high quality development by deploying POC Resets and the new Location app each in under 3 days. These small, one-off apps address a specific need and help to get rid of DC4UI as directly as possible. My work with mapping companies and updating FI4 got off to a good start, but definitely needs to continue into 2018. The only thing I'm disappointed about is that the FI4 work hasn't been able to get done faster, and part of that blame rests with me. |

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| **Accomplishments & Strengths:** Reflect back on your key accomplishments in 2017. What are the key strengths you brought to your position and the company? What SPS values did you lead with to achieve your key accomplishments? If you are a people Manager, think about where your strengths lie within the SPS leadership model (People Developer  Environment Manager, Implementor, Strategist) |

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| Accomplishments:   * Finished the T&C Setup Tool * Automated front-end Commerce Platform deployments * Built XREF API * Created a full test suite for XREF API * Replaced DBLoader * Replaced XTS tab in DC4UI * Contributed to FI4 * Reviewed IDMS * Deployed IDMS * Moved all our services to ECS to fix performance problems * Fixed lots of MiniVan performance problems * Helped build out a stage environment for FI4 * Created Location Service for address lookups * Created POC Reset Service * Created a deploy tester/jira ticket creater/hipchat notifier for Internal Apps * Spearheaded FI4 XREF changes   Strengths:   * Persistence * Empathy * Comprehension and retention * Getting results * Working hard * Vision * Leadership * Creativity   I've gotten a lot done this year. I'm especially proud of the XREF API and what a success that's been. I've been exited to do FI4 work and hope to continue to do high-value cross-team projects in the future.  I've embodied multiple core SPS values over the course of the last year. I've shown a thirst for growth both from a high-level company perspective by creating more scalable and maintainable systems, as well as from a low-level personal perspective by pestering John about promoting me. Results clearly matter for me as well, otherwise I wouldn't have produced so many of them. I'm always learning more to be more; gaining knowledge both about SPS-related domain problems as well as everything in life is critical to me. I like to win, and my work will help SPS win in this industry. I 'get after it' in the sense that I'm always looking for the fastest and easiest thing we can do to bring value, and then trying to increment on that instead of taking on huge grandiose projects all at once. I've shown that I'm ready to succeed together with the rest of the SPS team by collaborating with all the other development and operations teams to produce software. I lead the way by often being the first to volunteer to do work that no one else wants to do like fixing/replacing old systems. Finally, I 'give back' by donating over $600 a year through United Way, which still isn't nearly enough. |

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| **Development Opportunities**: Describe areas of your performance that could use improvement. Identify opportunity areas and strategies that can be utilized to improve your performance and skills. Consider how you will incorporate these opportunity areas and strategies into your career and development goals for 2018. |

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| Areas for improvement:   * Nudging teammates/people in the right direction * Trusting my own decision-making and sticking to my guns when appropriate * Organizational and logistical skills surrounding our apps * Onboarding teammates quickly   While I feel that 2017 was a very successful year for me, there are still a few areas where I can improve. I'd like to take on more of a leadership role within my team by making sure that everyone is working on things that provide value. There have been a couple of instances this year where I felt that certain tasks teammates of mine were doing were taking too long or weren't valuable enough to work on. I'd like to get better at voicing my opinion (without being rude) and pushing work in a better direction. I can see what provides the most value extremely well; I embody that in my own work. But I need to get better at helping others see it too. A part of that is trusting myself more. I need to know when I've identified a good strategic plan for the team and be able to really push for it with confidence. When Nick came onto the team, it exposed a few areas for improvement that I have. Namely, organizational skills and onboarding. I need to get better at documenting software, and showing why I made certain decisions, not just what decisions were made. This comes primarily in the form of confluence pages, AD groups, hipchat integrations, etc... Also, with Nate, Petya, and Nick all coming on to the team at different times, I got some good experience onboarding new people. That being said, none of that onboarding happened as quickly as I'd like. |

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| **PART 2 – MANAGER COMMENTS**  **Performance Summary:** TheManager should review part one completed by the employee and summarize the employee’s performance on overall job requirements, progress in relation to expectations and 2017 goals. Consider how the employee demonstrated the SPS values through their performance. |

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| **Development Opportunities for 2018**: The Manager should identify development areas for the employee going into 2018 and strategies that could be utilized to help the employee develop these areas. Think about what goals were not met in 2017. If the employee is a people Manager, what development opportunities exist within the leadership model? Consider goals that could be set for 2018 and how they would align to the SPS Strategic Themes. |

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| **Performance Rating**: The Manager should select the performance rating factor that best describes the employee’s performance in 2017. |

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| **MANAGER TO SELECT RATING FOR EMPLOYEE** |  |
| **Exceeds Expectations:** Performance is continually and consistently superior and regularly goes beyond what is expected. An exceptional contributor who accomplished/exceeded all annual goals, exceeded target metrics, and produced exceptionally high quality results. The employee is recognized as a top performer compared to peers and proactively takes on higher levels of responsibility with little supervision. He/she acts as a role model for effectively aligning actions to the SPS values. |  |
| **Meets Expectations:**Performance consistently meets the requirements of the position and most/all critical annual goals were met. Employee performance is reliable and consistent in adding value to the team and requires normal levels of supervision. Employee is viewed as a good performer who gets the job done and effectively prioritizes work. The employee is doing a full, complete and successful job and consistently adheres to the SPS values. This rating may also be applicable for new employees who are getting up to speed with their job duties and are still working to acquire the necessary knowledge and skills needed for the job, but are meeting expectations based on their tenure in role. |  |
| **Partially Meets Expectations:** Performance does not consistently meet or occasionally falls below what is required of the position; improvement in specific areas is required. Employee did not meet one or more of the most critical goals, missed targeted metrics, and/or does not fully adhere to the SPS values. More supervision was required than expected for the position. This rating may also be applicable for new employees who are still getting up to speed with their job duties and are not meeting expectations based on their tenure in role. |  |

\*\*Manager should print this form and bring to the performance conversation for signatures.

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| **DATE OF MEETING** |  |