

UNITEDHEALTH GROUP

Common Review for NIEZNAJKO,BRYAN JOSEPH

Review Date:

February 19, 2017

Review Type:

Common Review

Reviewer Type:

Manager Review

Reviewer Name:

ONEIL,MICHAEL S

Current:		On Review Date:	
Segment:	Optum Technology	Segment:	Optum Technology
Division:	Optum CIO	Division:	Optum CIO
Job Title:	Dir IT Architecture	Job Title:	Dir IT Architecture
Grade:	30	Grade:	30
Manager Name:	ONEIL,MICHAEL S	Manager Name:	ONEIL,MICHAEL S

Performance Summary

	Marginal	Effective	Outstanding	Not Applicable
Business Goals				

Title	1	2	3	4	5	N/A
Remediate Big Data performance problems						
Description						
Comments						

	Marginal	Effective	Outstanding	Not Applicable
Values Based Competencies				

Title	1	2	3	4	5	N/A
Integrity Value: Model and Ensure Ethical Behavior						
Description						
- Demonstrate Integrity						

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Marginal

Effective

Outstanding

Not Applicable

Values Based Competencies

- Comply with Applicable Laws, Regulations and Policies
- Require Integrity and Ethical Behavior from Others

Trust is fundamental to our mission. We make honest commitments. We never compromise ethics. We must diligently work to ensure that integrity is at the core of everything we do. We speak the truth. We deliver on our promises and honor our commitments. We acknowledge mistakes and quickly address them. As leaders, we ensure that we are known for living up to the highest standards of ethical behavior and complying with all applicable laws and regulations. We understand that our commitment to integrity creates a deep sense of organizational and personal pride.

Title

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N/A

Compassion Value: Deliver Value to Customers

Description

- Optimize the Customer Experience
- Maximize Customer Growth and Retention

As individuals and as an organization, we take an active interest in the lives of others. We consistently strive to walk in the shoes of those we serve and of one another. We actively listen to fully understand and genuinely empathize with other people's perspectives. As leaders, we foster a truly compassionate focus on customers that shows we understand and identify with their needs. We constantly strive to advocate for the health and well-being of patients.

Title

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N/A

Relationship Value: Lead and Develop People.

Description

- Bring in the Right Talent
- Foster Teamwork and Collaboration
- Drive Employee Engagement
- Develop People
- Leverage Diversity and Inclusion
- Learn and Develop Self

Our mission requires trust throughout our global organization. We approach all people with respect, humility, confidence and energy. We build trust through collaboration when making decisions, taking action and finding solutions. We encourage the variety of perspectives that reflect the diversity of our markets, customers, and workforce. Because we depend on one another, we actively engage with each other to share information and ideas. Our focus on relationships is critical in helping people work together, even when their interests are not fully aligned. We recognize that our decisions and guidance have a lasting impact on how we build trust through respect, diversity, inclusion, collaboration and teamwork.

Title

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N/A

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Marginal

Effective

Outstanding

Not Applicable

Values Based Competencies

Relationship Value: Communicate Effectively

Description

- Communicate with Impact
- Present Effectively
- Listen Actively
- Influence and Negotiate

We directly influence the work of highly diverse, complex, multi-functional teams. Our impact depends on effective communication that fosters relationships, creates clarity and builds trust. The pace and intensity of our culture makes it essential that we continually share information, ideas and resources within and across teams. We authentically listen, confront issues and constructively resolve differences. To cultivate effective relationships, we strive to demonstrate both confidence and humility; urgency and patience.

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N/A

Innovation Value: Lead Change and Innovation

Description

- Demonstrate Emotional Resilience
- Manage Change
- Implement Innovative Solutions

UnitedHealth Group intends to lead an industry with inspired ideas and bold action. As leaders, we share in a commitment to pursue a course of continuous, positive, and practical innovation as a core competency. We respectfully challenge the status quo. We encourage and invest in new ideas. We demonstrate a strong sense of curiosity, and we are not afraid to fail in honest efforts to focus on practical and purposeful innovation that builds value and benefits the entire health care system. As leaders within this culture, we model the approach of inventing the future as we learn from the past.

We recognize the impact innovation has beyond our products or services, and how it can enhance the way we conduct business. It takes both an open mind and the ability to cultivate discussion and embrace of new ideas. We are encouraged to challenge the way things are done and contribute new solutions.

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N/A

Performance Value: Drive Sound, Disciplined Decisions

Description

- Make Decisions to Drive Action
- Apply Financial Knowledge

We are committed to deliver and demonstrate excellence in everything we do. We constantly strive to improve our business outcomes in all key performance areas. We constantly focus on cultivating and developing our financial knowledge and business judgment in order to impact the knowledge and judgment of our teams.

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Marginal

Effective

Outstanding

Not Applicable

Values Based Competencies

We are accountable for delivering results and making a difference.

Because we are measured with the highest expectations by the marketplace, our investors, our business partners and the customers we serve, the expectations you convey and the quality of our work must always be based on sound analysis and decision making.

Title

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N/A

Performance Value: Drive High Quality Execution.

Description

- Communicate Clear Direction
- Manage Execution
- Drive Operational Excellence

We are accountable and responsible for consistently delivering high-quality results that have a positive impact on our business . Across our leadership team, we provide clear direction, high self-awareness and constant feedback to foster exceptional performance against challenging objectives and goals. Superior quality requires an enterprise-wide mind-set, emphasis on teamwork and constant customer focus. We consistently focus on demonstrating operational excellence, clear communication and effective management of priorities for ourselves and our team members.

Values Based Competency Comments

Needs
Improvement

Meets
Expectations

Exceeds
Expectations

Evaluation Summary

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Bryan made a very solid contribution to the Optum CIO architecture team, despite the short period of time he was with the company. Bryan was instrumental in the performance remediation and re-architecture of the Mark Logic system within our Big Data platform. He was able to apply his experience he learned from healthcare.gov to Optum's challenges with Big Data. His contribution to the EPS re-architecture was also considerable.

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He has a great future ahead of him within the OCIO architecture team.

Employee Comments

I appreciate being part of such a great team and such a great company. I look forward to what this year will bring.
