

Wrap Up Report

Manager: Dinesh Kumar

Employee: Deepak Kumar

Date: 15 Dec 2022

Question	Employee Comments	Manager Comments
Reflect on the key areas where you have impacted the business : What are you proud of?	I have always focused on improving the client's experiences, bringing more feature-rich and innovative products to market, and making setups safer, more productive, and more efficient. I always create a strategy with measurable goals and action steps so that it will help to grow us together in an efficient manner. I am proud of taking the responsibilities and completing those within the timeline.	You Have consistently performed well with your deliverables. This is something you can be proud of. You are one of the key people in the team.
Reflect on your most significant collaboration and contribution to team/agency culture in the past year	I believe that everyone can become involved in the company's culture. By making a positive impact at work, and hence I also follow these rules and always tried to make the coworkers feel supported and valued. I always value of asking for help from others, because every person have the different solution for the same problem, and having a fruitful discussion will lead us to create the most efficient solution for a problem. A recent example from my previous project, for one intermediate issue of currency exchange problem i was looking for better solution as it was taking much time for execution, I asked for the suggestions from the team members and got the many efficient way to solve it.	Consistent performance. You have evolved during the past year. Well done keep it up.

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<p>How have you grown and changed in the past year?</p>	<p>In the past year, I have realized much of things some are like:</p> <ol style="list-style-type: none"> 1. Sometime you have to stop sharpening the saw, and just start cutting shit -----> Some people tend to jump into problems and just start writing code. Other people tend to want to research and research and get caught in analysis paralysis. In those cases, I learned that set a deadline for myself and just start exploring solutions. You'll quickly learn more as you start solving the problem, and that will lead you to iterate into a better solution. 2. Look for technological sharks -----> I have always focused on the technology stacks, as changing over time to make the systems more effective we should also change the code accordingly. <p>I have tried to learn new technologies, related to my experienced technology stack.</p>	<p>You have done well. I am sure you have more potential to imbibe onto new skills to keep yourself updated according to latest developments.</p>
<p>Thinking about the past year, what area would you have liked to achieved /developed more in and what support do you need to improve next year?</p>	<p>I will focus on new technologies, team building, and a learning mindset. As, Sapient always focuses on their employee and their growth so that their employee contagiously grow, by organizing seminars and tech-talk on different topics from time to time. Along with that they encourage the participation in the certifications exam to enhance their skills, these are the good steps by sapient and I am also planning for different-different certifications for my career growth in the coming future.</p>	<p>Keep putting in your efforts and you will certainly be supported in all your endeavors.</p>

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Thinking about your career, how do you see yourself contributing over the coming 2-3 years?

In the coming years, I will develop strong technical skills and enhance my open-mindedness for better productivity of our company to accomplish the mission and vision of our company and work in emerging technologies. I would like to see myself in a higher position in this organization as a person with more knowledge and experience, which will provide me a chance to train the other junior colleagues along with improvement in my personal technical skills and enhance my knowledge along with the organization's growth.

You are a key member and would like to see you evolving more on the Architecture side. You would certainly be key member for leadership roles.