

Wrap Up Report

Date: 31 Jan 2024

Manager: Mohammed Adnan

Employee: Deepak Kumar

Question	Employee Comments	Manager Comments
Reflect on the key areas where you have impacted the business : What are you proud of?	<p>Throughout my collaboration with the Enrich Plus team, I dived into various features. I took charge of implementing the fulfillment date and confidence aspects on the nominations screen. Additionally, I implemented a feature for updating product codes based on lead and staffing needs.</p> <p>Expanding my scope, I worked on the Delivery Dashboard, all aspects of demands, timeline filters, Allocations, ICA demands, and implementation of the supply page grid data.</p> <p>In the mix of it all, I played a pivotal role in addressing bug fixes, fine-tuning code for optimization, and resolving data inconsistencies. These efforts collectively had a positive impact on the overall business outcomes.</p> <p>I love sharing my knowledge. Whenever the team needs some logical support, I'm there with my experience. I'm all for maintaining a continuous learning atmosphere, and It's making a huge difference – less time spent on fixing problems and a noticeable improvement in the team's performance.</p> <p>And the exciting thing was the positive feedback I've received from clients and internal stakeholders. By being proactive and solution-oriented, I managed to streamline the deals-settling process, boosting client satisfaction ratings. It's been one of the most rewarding aspects of my role.</p>	Deepak is good in his individual contributions and mentorship - he has contributed fairly on delivery features in the app.
Reflect on your most significant collaboration and contribution to team/agency culture in the past year	I've consistently demonstrated our core values—	has maintained collaboration and is open to explore other areas than his current areas of responsibility. He

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Contribution to team/agency culture in the past year:

Learning Mindset, Engaging with Openness, Inclusive Collaboration, Partnering for Client Impact, and Embracing the Future—during my tenure as an Associate Technology L2.

Learning Mindset:

Throughout my role, I have actively welcomed feedback, learned from others, and taken accountability for personal change. Embracing a learning mindset, I've encouraged the team to do experiments and learn from both mistakes and successes. This approach has not only fostered a culture of continuous improvement but has also ensured that we embrace change with a willingness to adapt, contributing to enhanced team performance.

Engaging with Openness:

My commitment to engaging with openness is reflected in my daily interactions. I consistently demonstrate empathy and understanding for others' experiences. Seeking feedback on my own work and applying feedback received from others, I have actively challenged ideas in a constructive and respectful manner. By sharing thoughts and ideas openly and with consideration, I have fostered an environment where understanding precedes problem-solving.

Inclusive Collaboration:

Inclusive collaboration is at the heart of my approach to teamwork. I actively listen to and seek input from individuals with different viewpoints, working jointly to accomplish goals. My open-minded exploration of ideas and directions ensures that diverse perspectives are

shared across all areas of my current areas of responsibility. I've also picked pending status issues in the app and demonstrated collaboration and openness to move and learn.

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valued. This inclusive approach, respectful of people and culture, has contributed to a collaborative and harmonious team dynamic.

Partnering for Client Impact:

Demonstrating an understanding of project goals, I consistently ensure that my work meets quality standards. By integrating the needs of multiple stakeholders, I strive to deliver outcomes that everyone can be proud of. Understanding and caring about our client's business and strategy, I have built stakeholder relationships at all levels by consistently demonstrating our core values.

Embracing the Future:

In embracing the future, I actively seek out and apply new methods and approaches in our industry. Thinking beyond the brief, I solve problems in unconventional ways that matter to our clients. I question assumptions and consider new possibilities, always maintaining a positive perspective.

In conclusion, my journey as an Associate Technology L2 exemplifies a steadfast commitment to our company's core values. I am enthusiastic about the opportunity to contribute even more in the role of a Senior Associate Technology L1, furthering our shared goals and making a lasting impact.

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How have you grown and changed in the past year?	<p>In the past year, my journey as a Java developer has undergone significant growth and adaptation. While maintaining a strong foundation in Java development, I've actively pursued knowledge in full-stack development, eager to broaden my skill set. This deliberate exploration into the realm of full-stack development has not only deepened my understanding of end-to-end application development but has also positioned me for more comprehensive contributions to projects.</p> <p>Additionally, my role has evolved beyond coding to encompass a broader perspective. I've been proactive in participating in cross-functional discussions, gaining exposure to the entire development lifecycle. This shift has honed my ability to collaborate effectively with team members across various domains and has provided valuable insights into the intricacies of holistic project management.</p>	has grown has a developer into mentoring and contributed in new areas as well even if they meant production issues.
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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>While reflecting on the past year, I identify the need for further hands-on experience in full-stack development. Despite having a foundational understanding, practical application is key to mastering this domain. To achieve this, I seek opportunities to actively contribute to full-stack projects within a supportive environment.</p> <p>In terms of support, mentorship from seasoned full-stack developers and access to workshops focused on practical applications would be invaluable. Additionally, exposure to real-world scenarios and challenges, guided by experienced professionals, will greatly enhance my ability to navigate the complexities of full-stack development in the coming year.</p>	could develop more visibility of his work through active participation in team meeting and documenting and presenting solutions and influencing decisions in the team.
Thinking about your career, how do you see yourself contributing over the coming 2-3 years?	<p>Over the next 2-3 years, I am enthusiastic about the prospect of transitioning into a full-stack developer role. Building on my Java expertise, I aim to be a proficient contributor to both back-end and front-end development aspects. This shift not only aligns with my career aspirations but also positions me to make more substantial contributions to project lifecycles.</p> <p>As I pursue this transition, I also foresee taking on leadership responsibilities. My goal is to lead by example, instilling a collaborative and innovative mindset within the team. By actively contributing to the success of full-stack development projects, I aim to position myself as a key player in shaping the technological trajectory of the organization.</p>	look for his to grow into a senior developer.

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Summary/Overall Comments	<p>In the past year, my journey as a Java developer has transformed into a dedicated pursuit of a full-stack development role. While I bring foundational knowledge, I am actively seeking opportunities to learn and apply these skills in a real-world context. This transition is not only a personal goal but aligns with my desire to contribute comprehensively to projects, handling both back-end and front-end development aspects.</p> <p>As I embark on this journey, I recognize the importance of simultaneously enhancing my project management skills. Aiming to contribute effectively to team success, I am committed to developing a holistic understanding of project lifecycles and fostering collaborative environments. In the coming years, I look forward to leveraging this dual skill set to make meaningful contributions to the organization's technological trajectory and team dynamics. With a proactive approach to learning and a commitment to growth, I am excited about the opportunities that lie ahead and the positive impact I can bring to both the team and the projects we undertake.</p>	<p>pleasure to work and interact with and is receptive to feedback. look forward to his upcoming years.</p>
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