



2016 Performance Assessment for PIERRE DEPRETZ

Employee Information

First Name	PIERRE	Title	MRPF N3 BT WINTEL
Last Name	DEPRETZ	Band	07
Global Manager	GILLES DE OLIVEIRA		

Dimension Ratings

Business Results

Your achievement against agreed goals. In order for the employee to be rated;

- Exceeds, they will have exceeded all objectives and delivered outstanding results on all relevant measures.
- Achieves, they will have accomplished agreed upon goals and outcomes delivering key committed business and financial objectives
- Expects more, they will have fallen short of the Business Results standard described above.

Rating

Achieves

Client Success

You are passionate about every client's success, so you put them first, listen for need and find opportunities to bring new ideas and add value. Partnering with all relevant IBM stakeholders, you focus on outcomes --helping every client succeed however they measure success. In order for the employee to be rated;

- Exceeds, they will have exceeded client expectations on all measures while delivering outstanding client outcomes.
- Achieves, they will have consistently put the client first. Delivered successful outcomes as experienced by the client.
- Expects more, they will not have achieved the Client Success standard described above.

Rating

Exceeds

Innovation

You are a forward thinker. You seek out grand challenges as well as incremental improvements -- whether in technology or in how you work and in what you deliver. In order for the employee to be rated;

- Exceeds, they will have achieved eminence through delivering high impact or breakthrough innovation.
- Achieves, they will have demonstrated innovation that matters by consistently bringing new ideas to solve business or technical problems.
- Expects more, they will not have achieved the Innovation standard described above.

Rating

Achieves

Responsibility to Others

You prioritize collaboration and focus on building trust and earning it anew every day, in every relationship -- with IBMers, clients, partners and more. For those of you entrusted with management or executive responsibility, this includes your effective leadership and showing personal interest in IBMers, their careers and their development. In order for the employee to be rated;

- Exceeds, they will have sought out and known for collaboration and helping others to succeed.
- Achieves, they will have built trust and collaborated effectively. For people managers, helped their teams excel

through feedback, development, progression, and improved engagement.

- Expects more, they will not have achieved the Responsibility to Others standard described above.

Rating

Exceeds

Skills

IBMers are dedicated to growing skills that matter to our business and to being essential now and in the future. You continuously find opportunities to learn and apply new skills strategic to IBM and needed to be successful in your role. You are recognized for your expertise and you share it with others. In order for the employee to be rated;

- Exceeds, they will have learned, applied, and transferred relevant skills to others, consistently leading to exceptional business results.

- Achieves, they will have developed new, relevant skills or deepened existing skills, and applied them to deliver business results.

- Expects more, they will not have achieve the Skills standard described above.

Rating

Exceeds

Summary

Required action: GILLES DE OLIVEIRA's comments to support the rating decisions

Thank you Pierre for this outstading year, you reached all goals and over-achived on several points with positive feedback from client.

We are all looking forward to 2017's challenges with your cooperation.

Upline Review (and In-Country Acknowledgement, if in-country manager is different than global manager)

☒ Upline Manager: I acknowledge that I've reviewed the assessment decisions of the global manager.

Optional: Upline Manager Comments

You did a very good year 2016 Pierre. You were constantly involved and you had significant performances results Great Thanks

Optional: In-Country Manager
Comments

Acknowledgement

Global Manager: GILLES DE OLIVEIRA

02/02/2017