# FY23 LEAD Feedback for Doojesh Baichu

## INSTRUCTIONS



**Providing feedback:**

As a feedback provider, you should have supervised or had direct insight into the person's performance, and you should be at the same rank or higher.

**When providing feedback, be sure to:**

- Use the comment boxes to share your observations and suggestions. Help others improve by explaining where individuals have done well and where they could have more impact.
- Indicate the degree to which this person demonstrates Transformative leadership behaviors, delivers Quality and risk management technical excellence and helped the team achieve engagement/project metrics.
- Consider the full scale. Reserve Gold Standard for those who consistently exhibit role model leadership in whatever the circumstance. This is not common. If you select Gold Standard, you are confirming that they are the role model to which you will compare all others.
- Remember someone not displaying Gold Standard or Almost Always may still exhibit strong performance.
- Everyone should strive towards and will be evaluated on role modeling Transformative Leadership behaviors. Rank Expectations outline baseline performance.
- If the person you're providing feedback on is aligned to a role in the NextWave Careers Framework, click here for more guidance.

**Feedback response definitions:**

| Not Observed | Never | Rarely | Sometimes | Often | Usually | Almost Always | Gold Standard |
|---|---|---|---|---|---|---|---|
| Did not have the opportunity to observe this behavior | Never displayed the behavior even when there were opportunities | Displayed the behavior in very few occurrences and/or to a very small extent | Displayed the behavior from time to time and/or to a small extent | Displayed the behavior frequently and/or to a moderate extent | Displayed the behavior in most interactions and/or to a large extent | Displayed the behavior to a very large extent. There were only very few and rare occurrences when the behavior was not displayed | Displayed role model behavior consistently, every time, whatever the circumstance |

Engagement/project name (not applicable for self-assessment)

CLARINS REBOOT ERP IMPLEMENTATION ROLL OUT

**Better Me**
**Wellbeing** – Is mindful and fully present; maintains personal wellbeing to sustain positive energy and fuel resilience
**Curiosity** – Is a continuous learner, leads with questions, reflects and listens for the art of the possible to spark bold new insights
**Agility** – Embraces change and through self-awareness, adapts behavior in diverse contexts

Response
Almost Always

**Better Us**
**Inspiring** – Shares a compelling vision of the future, leverages story-telling and rallies others with passion and purpose
**Teaming** – Supports the bringing together of a diverse mix; plays to each other's strengths, coaches, collaborates and builds trust in a courageous manner to achieve collective goals
**Belonging** – Supports the establishment of an inclusive, open and safe environment where people are aligned around a shared purpose, feel free to be themselves and are valued for their differing identities, perspectives and talents

Response
Almost Always

**Building a Better Working World: Client**
**Connected** – Digitally engage, bring all of EY knowledge and EY client business together into one cohesive ecosystem to build trust and enrich relationships
**Proactive** – Actively listen, be highly responsive and proactively bring innovative ideas that inspire EY clients
**Insightful** – Become a trusted advisor, ask better questions to bring bold insights to EY clients

Response
Almost Always

Building a Better Working World: Business
**Progressive** - Adopts new technologies, assets, data and partners across the ecosystem to lead EY clients through transformation and provide long-term business value
**Innovative** - Co-creates better, faster, smarter ways of working; collaborates widely within EY organization and externally to harness diverse thinking, experiment, create new solutions and maximize/improve existing EY products, services and processes
**Commercial** - Sets the highest standards expected of our profession, manages risk and provide quality results in a commercially viable way, embracing new revenue and pricing models

Response
Almost Always

Quality, risk management and technical excellence (QRM&TE)
Delivers the highest quality work, displaying technical excellence across a range of subject matter. Ensures compliance to relevant risk management policies.

Response
Almost Always

Comments on QRM&TE by Yann IDASIK
Doojesh reports well status on work in progress, weekly status.
Meeting minutes are clear and straight to the point.
Reporting are clear and well presented.
Maybe point of attention and alerts could be more highlighted.

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Indicate the extent to which this individual helped the team achieve or improve engagement/project metrics
Response
To a very large extent

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What particular strengths does this individual display?

Comments by Yann IDASIK
Doojesh is the Data migration Lead for the whole program (~28 countries, ~40 legal entities, 8 waves): CMD, SMD, stock, Trial Balance, Open customer / supplier invoices.
There are as many contributors as there is data objects and countries.
He has a coordination roles on the deployment over preparation phase, Dry runs (0, 1, 2) and during the Golive.
In addition, he is also responsible on SMD migration for some transformation and loading tasks managed at Central team level (merge database, duplicates check, consistency check).
Doojesh has taken over the role with a lot of patience and determination. he found his place and became rapidly a key point of contact for the project contributors and for the program management.
His strengths:
  • shows calm and positive attitude in every situations
  • applies the methodology and tools with rigor and efficiency
  • shows agility and flexibility to match as much as he can the different countries timezone and planning constraints
  • can adapt quickly to new situation or change in project organisation (since we are still finetuning the methodology and approach)
  • is always willing to improve and make things good
  • presents clearly in French and English
I have got some positive feedback from the Program Director about Doojesh.
Thank you very much Doojesh for your support and intensive contribution on this critical Data Stream. We are in much better situation than we were on first wave before you arrive on the project. The stream is on right pace and learning curve has a good shape now. Let's continue!

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What could this individual do to have a greater impact?

Comments by Yann IDASIK
Doojesh can improve on:
  • Raise alerts with regards to the planning, blocking issues, scope change : highlight issues more in the meeting minute and reportings
  • Do not hesitate to be more strict with the client and project contributors. We have to discipline the contributors sometimes and to know how to say "No";)