

Manager

Overall Rating

Exceptional Performance

Overall Rating Description

Contribution consistently reflects higher tier of performance definitions across all three elements (Results, Impact and Behaviors).

Feedback and Observations

Dustin made an immediate impact when he joined the Pathfinder Task 8 Team last January and continued to do so throughout the year. Dustin supported two highly visible, enterprise-wide e-Learning projects on two different contracts. He played a crucial role in process improvement and knowledge transfer initiatives for the Pathfinder Training team. Dustin has also made a positive impact on Leidos corporate initiatives. The Pathfinder Training Team's high performance can only be attributed to the individual contributions of high performing team members like Dustin.

Dustin was the first eLearning Developer to join the Pathfinder team. Although there was not an immediate eLearning project to work when he started on the team, he immediately looked for ways to support the team with his experience and created a searchable accessibility database that is available to our team members along with all NCTC personnel looking for guidance with implementing Section 508 and WCAG standards. The customer showcased this database as a NLEARN product. Dustin displayed his eLearning Developer experience when the REACTS contract required assistance with developing NCTC's Annual Compliance WBTs. All NCTC employees complete these courses annually, so this course development effort was critical to NCTC's mission. Not only did Dustin develop the four courses within 90 days, but he also redesigned the courses so that they would be easier to maintain in the future by eliminating the need for backstop coding by software developers. Dustin encountered many challenges in getting these WBTs to production, including conversion to a new LMS but he handled each challenge with tenacity and determination. Dustin received numerous kudos from both the customer and REACTS management for his results with this project. In fact, the customer personally requested that Dustin work on the 2023 compliance courses. Dustin's eLearning development experience helped get the NCTC Orientation WBT across the finish line. Dustin programed the most complicated section of the WBT, the NCTC Navigator Game. He also merged components created by multiple developers into one cohesive product. The NCTC Orientation Project Lead relied on Dustin heavily toward the end of the project to ensure the project met the customer's requirements. The result was a product that was extremely well received by all NCTC reviewers including the NCTC Executive Director. Dustin's efforts contributed to exceptional results for the customer. Dustin also led the effort for the Intro to DX WBT development effort which entailed converting the customer's Intro to DX website into a WBT. Prior to this conversion the customer was not able to track student completion or assess student knowledge. The Intro to DX WBT provided the customer with those capabilities as well as providing students with an engaging, interactive learning experience.

Dustin also supported several NLEARN process improvement efforts. He assisted with creating the NLEARN WBT Style Guide. The guide ensures that all NLEARN developed WBTs incorporate industry best practices and design standards. Dustin also applied the knowledge gained from his participation in the Leidos Upskilling Program to a NLEARN data capture problem. Dustin created a script automating a process to gather data for a training report required by the customer. Prior to implementing the script, it could take a week to create this report, with Dustin's script it takes less than 30 minutes. Dustin continually looks for way to increase quality and efficiency.

Dustin is a supportive and trusted teammate. He assisted with new employee onboarding as a Purple Buddy for one of our new Pathfinder team members. He also mentored teammates on the use of Captivate to assist them with their projects. Dustin also always shares information with the entire team that will help with their development, for example he identified training for the Instructional Design job series in Percipio and shared that information with the team.

Dustin is not only a dedicated teammate, but he is also a dedicated Leidos employee. He supports the Leidos PMP Certification Program and Military Alliance Group ERG. Dustin used his instructional design experience to redesign the Agile Operations presentation and facilitate a block of instruction for the PMP Certification Program. Some of the feedback for Dustin's support included:

- "You did great! Definitely one of our best sessions...and I do mean that sincerely, Dustin. Thank you!"
- We appreciate all you're doing for this program, Dustin...and please remember to track your hours preparing for and presenting to claim as PDUs. Thank you."
- "Dustin – these charts are GREAT. We are sending to other Agile presenters for inspiration ☐."
- We look forward to you presenting this week!
- "I think Dustin has done a great job of targeting the important items for the exam. As you know, the RMC charts on agile are dry and contain a lot of info, making it more difficult for folks to folks on what is key."

Dustin was selected as the Membership Engagement Officer for the 2023 Military Alliance Group ERG. These activities demonstrate Dustin's commitment to Leidos and making it a great place to work. During this performance period Dustin also was able to complete several certifications including the Project Management Professional (PMP), SCRUM Master, SCRUM Product Owner, and AWS Certified Cloud Practitioner as well as complete courses in the Leidos Machine Learning, Artificial Intelligence and Cybersecurity upskilling program.

Dustin, as you look forward to new goals and continued progress in 2023, I ask that you focus on a couple of areas. Please submit weekly status reports each Friday. This is a simple, yet critical task as everyone's weekly status report rolls up to the team's status report that rolls up to the contract's status report which is a contract deliverable. Also, please be mindful of our Quality Service Level Agreement (SLA) for Pathfinder Task 8 deliverables by performing a self-review and having your deliverables peer reviewed before submitting for leadership and customer reviews.

In summary, Dustin is an extremely valued teammate. He has expanded the capabilities that the Pathfinder Task 8 team can offer our customer and continuously looks for ways to elevate not only his performance, but the performance of the entire team. He is a pleasure to work with I look forward to his contributions to the team and customer in 2023.