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GE Intern/Co-Op Appraisal

Name: Williams, Emily

GE Business: Aviation

Program Representative: Demko, Kimberly

Assignment Leader: Landry, Edward

Goal Setting

Goal 1: Set up co-op tour of Delta TechOps at CVG. Build horizontal networks with other co-ops. Find resources within the business that will assist with logistical aspect of project. Build relationships using current connections.

Goal 2: Resolve RSP crib cleanup with IHI TiAl return process. Work on development and implementation of process map from a high-level standpoint along with execution. Prioritize making it happen in time-sensitive cases.

Goal 3: #4 Bearing Keyed Ring. Work with cross-functional teams to develop a high-level plan for implementing a technical solution from engineering and application on assembly line.

Goal 4: FFS and shim CID introduction. Build working relationships and networks across global teams. Become familiar and build a proficiency around the implementation of changing engine configuration.

Goal 5: Work through design and tollgate phases of faro arm elimination project. Working through ambiguity to bring clarity and direction to project. Create a plan where there isn't a path in place.

Midterm Appraisal - Self Assessment

Goal 1 Self Progress Update: Using connections with current coworkers to manage logistics in setting up a tour. Following-up appropriately with those involved and making sure that progress is being made. Tour currently set for 7/24.

Goal 2 Self Progress Update: Experience an entire project beginning to end and being the driving force behind finishing it while learning to be skeptical. Able to work through planning and execution phases of a project.

Goal 3 Self Progress Update: Understanding technical and logistical aspects of projects and the steps that need to happen to get it done. Learning to be professionally relentless.

Goal 4 Self Progress Update: Being able to picture a technical change in design while also collaborating with variety of teams to ensure that all have the same perspective on change being made and the process of its introduction.

Goal 5 Self Progress Update: Working towards a solution starting from a very high level ambiguous background on a project. Understanding the steps needed to reach a solution and carrying them out with engineering.

Midterm Appraisal - Manager Assessment

Goal 1 Rating: Exceeds Expectations

Goal 1 Progress Update: Great initiative taken to define a scope, identify the right contacts (internal to GE and external), coordinate schedules, and align groups to set this tour up with little to no support requested.

Goal 2 Rating: Meets Expectations

Goal 2 Progress Update: IHI LPT airfoil return process development and RSP crib cleanup for TiAl completed. Great end to end solution development and execution resulting in 200+ critical TiAl parts going back to Rutland for review/rework and shipment along with a robust process to handle future returns.

Goal 3 Rating: Meets Expectations

Goal 3 Progress Update: Continuing to work with engineering and sourcing to develop a solution that supports assembly at no cost up and have a CID in process at the end of the summer rotation.

Goal 4 Rating: Meets Expectations

Goal 4 Progress Update: All hardware delivered within the needed time frame to support the target introduction. Assembly team engaged to ensure there was a complete understanding of the change along with methods on how to ensure the change is implemented smoothly. Introduction is on track to meet all commitments.

Goal 5 Rating: Meets Expectations

Goal 5 Progress Update: FARO arm elimination project is continuing to iterate through options to meet the needs of both engineering and assembly. Resources have been engaged throughout engineering and assembly looking at best practices that have been used on other engine programs.

Midterm Appraisal - Key Competencies

Customers Determine Our Success

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Stand-up meetings discuss how our success as a business is based on the engine deliveries we fulfill to ensure customer satisfaction. Experience behind the scenes of facilitating this belief.
	Emily has developed an understanding and engagement methodology around the idea that

Manager Comments	customers come in the form of internal customers and external customers, and by having this mindset that all those we support are customers, a better solution is delivered.
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Stay Lean to Go Fast

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Working smarter and more efficiently with time. Recognizing that being busy doesn't equate to being productive. Making conscious efforts to stay organized with may developing projects.
Manager Comments	Shim Introduction Project: Emily did a great job reacting to feedback from the assembly team and then working with the Asheville shop to add visual indicators on the new hardware to ensure there is no confusion between the current and new configuration parts.

Learn and Adapt to Win

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Recognizing that completing a project takes precedence over how it is accomplished. Taking initiative when necessary in order to make the best decisions for the business.
Manager Comments	FARO Arm Project: The effort around eliminating the FARO arm at Durham assembly has taken many turns over this rotation and Emily has taken each one in stride while changing direction as needed ensuring that the customers of this process (engineering and assembly) have all their needs addressed.

Deliver Results in an Uncertain World

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Recognizing the difference between outcome and output. Being able to deliver results consistently and quickly especially with ambiguous high-level projects.
Manager Comments	TiAI Return Process: Emily did a great job navigating through the natural progression of this effort through finding answers to the ambiguous questions, gaining consensus, and delivering a process that works for all parties involved.

Empower and Inspire Each Other

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Working with other co-ops to learn from each other. Talking with engineers about the Edison program while enjoying the aspects of projects being worked on currently.
Manager Comments	The tour being arranged at CVG/Delta TechOps clearly demonstrates Emily's desire to engage and inspire her peers.

Final Appraisal - Self Assessment

Goal 1 Comments: Delta TechOps Tour: Adapted to changes in the initial plan promptly and used current resources to sort out logistics of finalizing the tour. Networked with co-ops on the PDC board when carrying out the tour.

Goal 2 Comments: RSP Crib: Experienced collaborating with a variety of partners of the business to carry out a common goal. Facilitating conversation between Rutland contacts and IHI parties to ensure implemented process is being carried out.

Goal 3 Comments: #4 Bearing Keyed Ring: Appropriately and consistently followed-up with coworkers involved in project to ensure execution even after responsibility on programs side was carried out.

Goal 4 Comments: FFS and shim CID introduction: Hosted meetings leading up to introduction of design change and carefully considered logistical aspects of execution to accommodate the visibility of CID for all involved. New configuration scheduled to be implemented before end of rotation.

Goal 5 Comments: FARO Arm Elimination: Worked with different levels of engineering organizational leadership to set a plan towards a feasible solution. Learned to work thoroughly rather than quickly at times to exhaust all options. CID in progress to use stack up to calculate what FARO arm is currently used to measure. Independently used connections from other project to obtain FFS stack up data (Shim Introduction).

Final Appraisal - Manager Assessment

Goal 1 Rating: Exceeds Expectations

Goal 1 Comments: Delta TechOps tour was executed successfully with great reviews. CoOp team looking to use the process and contacts Emily developed for future CoOp classes

Goal 2 Rating: Meets Expectations

Goal 2 Comments: Completed at midterm - see midterm notes.

Goal 3 Rating: Meets Expectations

Goal 3 Comments: Engineering is on track to have the CID for this project out of author mid August which would allow for implementation this year. This change will be implemented at no cost up to the business

and will significantly improve the process of assembling this component. This project is a big win for the program and the assembly team.

Goal 4 Rating: Meets Expectations

Goal 4 Comments: FFS shim project has implemented successfully with the first module being built this week. All hardware was delivered on time, visual indicators were in place, and the assembly team was ready to receive and build the new configuration. This was a very smooth hardware implementation.

Goal 5 Rating: Meets Expectations

Goal 5 Comments: FARO arm project is working through the latest iteration on looking at a stackup solution between all the components. While the project has taken many turns Emily has ensured that the team stayed focused on the end goal regardless of the challenges that have come up along the way.

Final Appraisal - Key Competencies

Customers Determine Our Success

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Understand that the common and universal goal of any project should be to satisfy and keep customers. When looking at any project with this high-level mindset in mind, efficient and more effective decisions can be made.
Manager Comments	No change from midterm feedback - Emily continues to demonstrate a strong focus on all the customers that we service.

Stay Lean to Go Fast

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Accomplished a widespread variety of projects throughout rotation by working efficiently in time-sensitive cases. Focused on getting results rather than worrying about what others think (keyed ring & RSP crib projects)
Manager Comments	No change from midterm feedback - Shim project was introduced successfully and without drama, a testament to how adapting to the environment can ensure success.

Learn and Adapt to Win

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Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	Resilience in setbacks or changes in progress with projects shows how learnings were used to improve technical and logistical solutions (FARO Arm Elimination & Delta TechOps Tour projects)
Manager Comments	No change from midterm feedback - Emily continued to evolve the FARO arm project solution up until the very end of her rotation demonstrating an ability to continuously change and adapt given the specific challenges at hand.

Deliver Results in an Uncertain World

Self Rating	Meets Expectations
Manager Rating	Meets Expectations
Personal Comments	FARO Arm Elimination Project: Adapted to learnings starting from an ambiguous high-level overview and was able to end rotation with CID started and contacts from different avenues in case new methods were discovered.
Manager Comments	No change from midterm feedback - Even with some questions that have come up since the midterm Emily's process addressed all the concerns and has proven to work very well even in the challenging environment we in with TiAl airfoil delivery.

Empower and Inspire Each Other

Self Rating	Meets Expectations
Manager Rating	Exceeds Expectations
Personal Comments	Put together logistics of Delta TechOps tour with minimal assistance and provided contacts to PDC Board so tour could become an annual tradition.
Manager Comments	Reference midterm comments - Feedback from the Delta TechOps tour has been nothing but positive and based on the turnout "empower and inspire" would be accurate descriptors of the event

Final Appraisal - Overall Performance

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Overall Performance Towards Plan: 3.40

Overall GE Beliefs Evaluation: 3.40