Mark Jones

Leadership - How well do they lead the team, setting a positive example, motivating the team and creating a good working atmosphere?

He is always taken his role seriously and is passionate about the results. Beyond the passion on driving performance, he is a natural leader, and fights hard for what is best for the team. He’s is consciously proactive at getting full involvement of all other team members to derive the best results possible and he has a very effective personal style.

Have they made changes that have improved team processes or delivery?

* Morning standup meeting moved to 9:30 proves to be more productive for the whole team
* Keen on keeping test rail test up to date and in the correct order which helps a lot with test plans and testing preparation

Do they communicate and collaborate well?

He is easy to communicate and collaborate with.

Do they include you in discussions on estimation, delivery date and risk?

Usually the whole team is involve in estimation, delivery date and risk assessments and everyone have a say. Everyone opinion is taken into a count.

Do they manage the team’s delivery effectively, and protect the team from unreasonable pressures?

He is the go to person when you have problems with communication out of the team. Furthermore, he is on the ball and protects the team from problems arising in future.

How do you rate them as a line manager? (staff development, appraisals, 1:1s and recruitment)?

He is great person to work with and I can learn a lot from him.

I have not have my first 1:1 yet but he mentions some ideas with me and I can wait to discuss those in details.

**How do you rate them as a line manager? (staff development, appraisals, 1:1s and recruitment .etc)**

* What have they done well in this area?
  + He is great person to work with and I can learn a lot from him.
* What could they have done better?
  + I cannot think of anything.

**How well do they lead the team? (setting a positive example,  motivate the team, creating a good working atmosphere)**

* Do they mentor and coach, in technical, agile and soft skills?
  + He always helps me with questions and helps me improve my technical and agile understanding and skills.
* What have they done well in this area?
  + He gives us a good choice of new products to work on. Those will be a great opportunity and very beneficial for the whole team.

- What could they have done better?

* + I cannot think of anything.

**Have they made changes that have improved team processes or delivery?**

* Please give examples of when they have done well in this area.
  + Morning standup meeting moved to 9:30 proves to be more productive for the whole team
  + For Agatha Christie project we were split in to two small teams, which help achieving delivery of mobile and desktop versions. Each team was working on their part mobile or desktop but they collaborate to deliver a complete product.

- Please give examples of where they could have improved in this area.

* + I cannot think of anything.

**Do they communicate and collaborate well? Consider communications between the immediate team, Studios and Gamesys wide.**

* Please give examples of when they have done well in this area.
  + He sees problems with communication and collaboration between teams which may arise in the future and work on methods to avoid such situations which improve the overall team productivity

- Please give examples of where they could have improved in this area.

* + I cannot think of anything.

**Do they include you in discussions on estimation, delivery date and risk?**

* Please give examples of when they have done well in this area.
  + Usually the whole team is involve in estimation, delivery date and risk assessments and everyone have a say. Everyone opinion is taken into a count.

- Please give examples of where they could have improved in this area.

* + I cannot think of such case.

- Do they communicate and collaborate well? Consider communications between the immediate team, Studios and Gamesys wide.

- Please give examples of when they have done well in this area.

* + He is easy to communicate and collaborate with.
  + Studios and Gamesys wide – As a new member of the team if I encounter and issue which is for another team I usually ask Martin. He always knows who I need to contact or he contact this person I my behalf and connect him with me. This helps me a lot.

- Please give examples of where they could have improved in this area.

* + I cannot think of anything.

- Do they include themselves in discussions on estimation, delivery date and risk?

- Please give examples of when they have done well in this area.

* + Usually the whole team is involve in estimation, delivery date and risk assessments and everyone have a say. Everyone opinion is taken into a count.
  + Martin has a clear vision of risk and estimates, and this helped the team to deliver Agatha Christie.

- Please give examples of where they could have improved in this area.

* + I cannot think of anything.

How have they faired against there day to day responsibilities?

* + He is great person to work with and I think he is covering all of his required duties.

Gamesys DNA([refresh your memory here](https://thehub.gamesys.corp/document/view/1202))

* Which DNA do they exemplify and why?
  + Be the player – he always think about end customer experience
  + Keep rolling – he is calm and carries on in all circumstances
  + Be wonderfully weird – not afraid to be who he is

- Which DNA could they most improve upon?

* + I cannot think of anything.

- Agree to sprint commitments and deliver these in a timely manner

- Helping the teams to continuously improve processes, techniques and performance

- Taking ownership for the quality of deliverable features and functionality

- Own bugs from start to finish, raising issues early and making sure they get resolved

- Collaborate with stakeholders as well as the team, raising risks early on in the software development lifecycle

- Work with the Developers in Test to increase test coverage and improve the quality of the tests being automated

- Mentor more junior members of the team

- Creating test plans and test cases, documenting them effectively

- Continually reviewing test scripts and plans

- Perform front end and back end testing activities

- Work with the automated testing tools

- Sharing knowledge via documents, training sessions and presentations

The only think which I can add to the R&R objectives is:

* Close work with developers to ensure:
  + Correct issue replication
  + Covering all possible test angels
  + Speeding up the issues close process

I am new in the Gamesys family and still in the phase where there is a lot to improve. I consider the company DNA as a part of the job discretion and I want to progress in all DNA aspects.

Be the player – I want to improve in this area and I hope I will in the following months.

Be one team – I am constantly trying to improve my communication, collaboration and interpersonal skills.

Place smart bets – I try to demonstrate smart thinking when is possible in my QA day-to-day tasks

Get stuck in – I try to keep high self-motivation when approaching new predicts and tasks.

Give a damn – I hope I am doing well in this area. I am proud with the work, which I am doing and I care for the success and culture of the company

Always learning – I think I am not that strong in this area. There is still a room for improvement for an example not only new skills but also programs to learn.