Raina Masand – 2014 Review

SOAR Employee – end of 2nd rotation

3rd rotation start mid-July 2014 - ?? Cloud Foundry, Data Science : Sarah, Micheal brand, Madlib : Caleb Welton

Accomplishments:

1. Positive feedback from ACE rotation -> technical :
2. Positive feedback from Ashwin

Rough transition: remote work,

1. Positive feedback from Elisabeth re. current rotation

+ve complimentary ,

Strengths:

1. **Quick learner**, demonstrates **strong technical foundation**

Life long learner

1. **Interpersonal skills**

People: well communicating status,

1. **Assertiveness** : leadership styles +

Program manager

Development areas – observations - things to think about:

1. procastrinating
2. invertnesss

Negative:

1. Development of leadership skills, realistic, experiences,
2. Assertiveness: too eager what to do next, focused on currently working on, what u r going today is going to earn those opportunity,
3. What will you be remembered for? : coaching , 2 or 3 things key over the next 2-3 years, open things align your passion, opportunity : risks, when u approach, opened doors for me, helped me prove that I could do sometime that opened doors for me,

Rating system : this expectations for + 5 points system, going out right now, top performers of the company,

**Exceeding** **expectations**, think about your cataloging them, doing enough, result, extra values, contribution of ideas

1. Be a complete package : cubes may be little public speaking, dealing with more customers, training, conference, presentation skills, cube 3
2. Assertiveness
3. What will you be remembered for?
4. Scheduling / time management

Discussion topics:

Career:

* How has year 1 gone? What is working, not working?
* 3rd rotation status
* Feedback on SOAR program – how can we better develop/support you?
* Compensation review timing
* Possible upcoming changes