Greg Casey – 2021 Review – ZTSystems

* **Cultural Values: People First:** Valuing people and integrity, leading by example with a positive focus.
  + 4- Highly Effective
  + This is my first year at ZT. I felt it was important during the very first weeks of my employment to reach out to as many people as possible to understand the roles and responsibilities of the key players of the project of my involvement. During this timeframe, I had more than thirty 1x1’s to establish the friendly rapport. This gave me an opportunity to understand not only their role, but their values and thoughts about ZT.
  + Because of COVID-19 and respect for others health, I have been mindful of others and their health concerns during this trying world-wide event.
* **Cultural Values: Quality:** Focusing on results, always striving for the highest quality and efficiency.
  + 3 – Achieves Expectations
  + I have been involved in several front-end proposal activities during this year from both a DM and Architect positions. I have tried to give the highest quality input reflecting both technical and achievable opinions/thoughts on ZT’s responses should be. This is always tempered by a real world understanding of what is achievable.
  + One small project comes to mind, where I worked with Sunny Lam on a VERSAL FPGA from Xilinx which was wanted by the customer. It was quite clear, by talking to industry leaders, that this was totally outside of the timeline that was expected and was not under the control of ZT. I believe the frank discussion within the team, set the stage for a smart decision to forego this opportunity.
* **Cultural Values: Ownership Mentality:** Acting decisively and holding ourselves accountable to avoid complacency
  + 3 – Achieves Expectations
  + I always hold my self-accountable and continuously look for areas where I can contribute to the project goals.
  + About 3 months into my employment, John Woo came to me and stated he needed help in an SE role on an RFP effort called Cub Scout. This was a project to employ a non-x86 processor. I took this task on, got acquainted with the work of the SE’s through interactions with others SE. (Ellie and Truc). Got involved in the entry into the Agile system, owned the SE activities for the Proposal effort.
  + This cross-pollination activity was an excellent idea by John Woo. It gave me a great insight into all the work that goes into the SE work activity. This also demonstrated, by example, that I had the want and desire to contribute, wherever necessary.
* **Cultural Values: Partnership & Teamwork:** Listening and respecting diversity as we work together for customer success.
  + 4- Highly Effective
  + This is a primary focus of working within a tight team like ZT. They ability to listen and respect all input is important. I believe I have done a great job in this area.
  + An example of this was the Caracara Proof of Concept, where it was on the final stages of deliveries and I was asked to get involved to contribute and to learn about the factory in NJ in the process. I worked closely with Zach Thomas, SE, for this project. Learned. contributed and appreciated the work on the Factory floor in New Jersey.
* **Competencies: Quantity of Work (Output):** Amount of work completed, speed and consistency of output.
  + 4- Highly Effective
  + Learning the ropes (people and procedures) within ZT has been my number one goal of this first year. I believe I have come a long way; however, I still have more work to do. But my understanding is coming into focus. Unfortunately, these initial learning are very difficult to quantify into something measurable for this report.
  + An example is Pathfinder (Carlsbad Cave). It was a proposal to NVIDIA to design a system to host their new ARM/CPU module. During this project, I served as the Architect. My work on this. I was on time and met the expectations of the team/group. I worked heavily with TPM and other management entities to develop technical data made available in a timely manner for submission.
* **Competencies: Work Habits:** Effectiveness in work organization, usage and caring of tools and materials, following good safety practices, conscientious.
  + 4- Highly Effective
  + The job of DM and Architect is data driven which requires excellent work organization of IP and Original thoughts. The usage of physical tools and physical safety is less of a priority. From this perspective, I have been highly effective on collecting, organizing, and presenting material for internal and external consumption.
  + Viking ScaleOut (Mammoth Cave) Proposal activity is where I was involved in the Architect role to accomplish and input for customer consumption of taking the existing Viking product from NVIDIA, include scale out and water-cooled capabilities. This involved involvement with Mechanical, Thermal and Rack leaders to develop full proposal in a very short and timely manner.
* **Competencies: Knowledge of Work:** Degree of familiarity with accepted job procedures and/or equipment use, and information/knowledge possessed. Level of expertise in the job function and expectations. Technical skills.
  + 4- Highly Effective
  + As a DM/Architect trainee, it is important to understand the project workings in with Multi companies, different technologies. I actively tracked and participated in multiple on-going projects. Included in this were Haystack-MSFT (where I worked with Bo B), Hopper-AWS and Grid Coin (GPU)-MSFT (where I worked with Mark C). I have learned a lot about the composition of project work at ZT to satisfy these varied customers.
  + Coming into ZT, I had significant exposure to PCIe, CXL and Gen-Z. I have leveraged this experience and connections by participation in the ZTSystems’s PCI-e Gen5 Test Planning Team with the EE’s and Presentation opportunities of CXL/GEN-Z to the Architect team.
* **Competencies: Integrity:** Honest, follows company policies and practices and adheres to moral and ethical principles, high character, respected by others.
  + 4- Highly Effective
  + This is a very difficult are to quantize, but I always try to be highly truth and honest in all my dealings. I believe I have demonstrated this trustworthiness and have keep my promises. Some of our projects have required higher confidence, which I have strictly observed without exception.
* **Competencies: Problem Solving/Decision Making:** Analyzes and prioritizes situations to identify and solve problems. Solutions increase efficiency and improve quality. Involves others in solving problems and making decisions. Factors organizational goals into decisions. Makes clear, transparent, timely decisions.
  + 3 – Achieves Expectations
  + My goal is to simplify for precise education of the team and simplicity of execution. Too many times in our industry, people tend to over complicate a direct discussion which leads to misunderstanding and bad execution.
  + We worked on a Proposal called Nebula which was a GigaIO (PCIe based) vs NEC based Ethernet model for disaggregation POC. Although it may have been an interesting project, the motivation within the client and the benefit to ZT was highly questionable. I did bring my thoughts to management. Work on this project was fortunately cancelled.
* **Competencies: Engagement:** Interest in the job, motivation, job satisfaction, positive attitude, commitment to the job and company, level of energy toward work, dedication, involvement.
  + 3 – Achieves Expectations
  + At this point of my career, interest in the job is the ONLY reason to work. It far exceeds any interest in compensation. I spend many hours researching and continuously learn to ensure that I have a good fundamental understanding of the issues at hand.
  + This was my primary reason moving to the Architect role. The other DM’s were extremely helpful in allowing me to make this transition and I want to thank all of them. So far, the Architect role has provided plenty of interesting items to dig into.
* **Competencies: Communication:** Demonstrates effective written and oral communication skills. Communicates clearly and knowledgeably. Shares information with others as appropriate. Seeks input from others. Adapts communication to diverse audiences. Protects private and confidential information.
  + 3 – Achieves Expectations
  + My preferred communication is through diagrams and pictorials. I seek out the experts to understand the underlying concepts that drive our proposals and designs. I’m always willing to share my opinions and speculate on “out of the box” ideas. I am not the best at formal oral presentation but do enjoy direct oral communications with customers and colleagues. My written communication is also acceptable but can always be improved.
* **Competencies: Reliability:** Attendance, punctuality, meets work deadlines, delivers promised results, meets agreed upon timelines, ensures expectations are met.
  + 4- Highly Effective
  + Punctuality and meeting deadlines are a priority for me. I have provided all my input in a timely manner. I also attempt to be on-time on all meetings when ever possible.