

Connect - Act - Thrive | Contributions & Development 2017 | Completed

3 out of 3
Items reviewed

Gannett

Connect - Act - Thrive | Contributions & Development 2017
1/1/2016 - 3/31/2017

Employee: Earlywine, James L 360805

Title: Digital Developer

Manager: Gelfius, Ann E 156024

Print Date: 7/14/2017 10:00 AM

Earlywine, James L 360805's Overall Rating:
Transforming the organization and inspires others to do the same

Gelfius, Ann E 156024's Overall Rating:
Consistently achieves goals and demonstrates values/behaviors

Employee Contributions & Development

What are the top 2-3 contributions to highlight?

James's answer

- fineryears.com (fullstack contributions)
- holiday window shopping (fullstack contributions, mostly backend)
- turkey coloring contest (backend contribution)
- kroger landing page templating mechanics/directives/actiontracking (fullstack contributions)
- highschool sports ticker (fulltsack contributions)
- campaign performance visualation (CPV) (<http://d3sandbox.indystardev.com/newtest/staggertest14.html>) (fullstack contributions)
- replicated our bookshelf solution for other markets (jconline, palitem -- fullstack)

What are the 1-2 areas for personal development and the help needed to accomplish?

James's answer

- buffing up on wordpress for server-side-templated projects where the customer has a strong preference for wordpress
- buffing up on all the tools that make up the PaaS platform, to migrate existing projects and deploy new projects on that platform

Ann's answer

Willing to brainstorm solutions not offered by contracted partners – sports ticker, color contests, etc.

Expanded Indy solutions to Central Indiana markets – e.g. bookshelf for custom publications.

Working with corporate dev team to transition locally-hosted solutions to the global solution.

James's Avg. Rating
Transforming the organization and inspires others to do the same

Ann's Avg. Rating
Consistently achieves goals and demonstrates values/behaviors

Overall Contribution

Using the slider bar below, select the statement that best describes contributions:

James's answer

Transforming the organization and inspires others to do the same

I've provided technical leadership to our team within the developer space of modern web development principles, patterns, and practices. I've openly shared with anyone interested in collaborating, and eagerly/enthusiastically learned from others as well.

We all collectively, bring a diverse set of knowledge, talents, skills, and experience in our approach to creatively solving problems and identify/acting-upon opportunities. We all alternate fluidly, in our roles of providing good leadership and good followership, according to each others strengths. I work among brilliant people with good work ethic, competency, and character, such that we can all openly challenge/refine/advance ideas together.

It's worth mentioning, because I'm not sure I would be in a position to realize my own full potential, if not for being part of such a great/dynamic/empowered team.

Ann's answer

Consistently achieves goals and demonstrates values/behaviors

James is a tremendous development resource for us when we need to come up with a solution out of the box. He's especially helpful when partnering with Kaye on projects as they help build off each other's ideas and work together to troubleshoot potential issues. James led the dev efforts for our senior living directory – The Finer Years - and worked with different stakeholders to build the appropriate feature set and functionality. Without James, we wouldn't have been able to build & launch the directory as quickly and cost effectively as we did.

Employee: Earlywine, James L 360805

7/14/2017

Signature

Date