Slack Notes

Friday June 4, 2021  
https://ca.slack-edge.com/T03MZMV2B-URZULH86P-263a1f2c10ed-48

[**Mike Alexander**](https://app.slack.com/team/URZULH86P)  [8:19 AM](https://ccmit.slack.com/archives/C017D4UV8DP/p1622809183052100)

[@ginny](https://ccmit.slack.com/team/U03N2DMT0) [@Jonathan Newcomer](https://ccmit.slack.com/team/U01NK9Z6NU8) & [@John](https://ccmit.slack.com/team/U9214AVBP) - I figured-out how to include you guys in the "cascading" of Goals in Engagedly from the same ones I setup for the folks on my team, so y'all are included in the party now too.  Let me know if you guys need help understanding how to then "cascade" the same goals down to your teams - or, if you need any help in setting-up additional ones. (edited)

https://ca.slack-edge.com/T03MZMV2B-U03N2DMT0-2704114db202-24https://ca.slack-edge.com/T03MZMV2B-URZULH86P-263a1f2c10ed-24[**2 replies**](https://app.slack.com/client/T03MZMV2B/C017D4UV8DP)

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[**John**](https://app.slack.com/team/U9214AVBP)  [1:48 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622828928000100)

Mike - a question.  As I look at the goals you created today, in Engagedly it says they started last July and end this month.  Don't the dates need to change?  Thanks.

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[**Mike Alexander**](https://app.slack.com/team/URZULH86P)  [1:49 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622828973000500)

That's the entirety of the fiscal year for which the Goals apply.

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [1:50 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622829028000800)

So we have to complete these goals this month?

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [1:52 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622829141001200)

you just have to write your review based on those ...

[1:53](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622829231003000)

like pull in 3-5 Goals identified *(with associated "weighting").*

* At least one (1) Goal related to their contributions to our overall sub-Department Goals *(e.g. "some data related goal")*
* At least one (1) Goal related to their contributions to critical Project deliveries over this past year *(e.g. this would be EDW for you I would guess)*
* At least one (1) Goal related to Personal Development *(e.g. learning new skills in our selected architecture / Technical stack)*

***Optional*** Goal Categories:

* "Operational Projects" Support efforts *(e.g. Supporting DevOps efforts with GitLab, Retiring Jitterbit services, Implementing Security initiatives, Supporting Copado implementation/process, Supporting Salesforce upgrades, etc...)*
* Missions / Spiritual Growth and Development *(e.g. the Give-Backathon)*
* Learning Ministry Operations and Expanding Domain/Systems Knowledge
* Process Improvements and adapting/learning new SDLC
* Personal Growth Development as part of career development planning efforts with Manager *(e.g. taking on efforts to help drive Scrum ceremonies like Backlog Grooming...when it's an effort for someone to "come out of their shell")*

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[**Mike Alexander**](https://app.slack.com/team/URZULH86P)  [1:55 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622829324003900)

[@John](https://ccmit.slack.com/team/U9214AVBP) - If any of the ones I pulled over to you are not applicable...feel free to close/delete them.  I just "cascaded" all to everyone, so they could pick/choose and try to make life a bit easier for everyone.

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [2:05 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622829930006400)

Just trying to make sure I understand.  I had 4 goals.  I think these match the ones Ginny is looking for.  These are complete.  Others did not have goals that aligned with your overall goals so you sent out goals to everyone that are aligned with the goals established for this past year?  I should see if any apply and add them if they do.  Remove them if they don't.  Correct?

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [2:12 PM](https://ccmit.slack.com/archives/C023N1Q1R8F/p1622830363006900)

yes, each person will pick the ones they want to write their review for I think at least that is what it looks like for me

# Monday June 7, 2021

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [2:07 PM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623089229000400)

I noticed I do not appear anywhere on your org chart.  What happens to me?

https://ca.slack-edge.com/T03MZMV2B-U03N2DMT0-2704114db202-48

[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [2:08 PM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623089334001100)

That one was all messed up it wasn't the final one - hence why it had people all over the place.

# Wednesday June 9, 2021

https://ca.slack-edge.com/T03MZMV2B-U03N2DMT0-2704114db202-48

[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [11:16 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623251819000900)

Hi - sorry to bug you trying to make sure we have at least a few people here during end of of the month early July.. do you have your PTO scheduled?  If not no worries I just remember we had talked about it.

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [11:20 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623252010002700)

I haven't scheduled it yet. It's looking like July.  I found out yesterday, that my permanent crown will be put in 6/28/2021.  We will probably go to California after the 4th sometime.  Would you want me to be in sometime the week of the 5th?

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [11:54 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623254055004700)

No need to come in unless you want to! We should be doing all the quarterly planning remotely. I just wanted to make sure we didn’t all leave for PTO on the same day!!   
Good luck with the crown!!!

# June 14, 2021

[**John**](https://app.slack.com/team/U9214AVBP)  [9:12 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623676364002100)

I'm trying to fill in my goals in Engagedly.  Unfortunately, the only ones that appear are the ones recently proposed by Mike.  I thought I'd removed most of those, but they are now the only goals that appear in my form.  I need help straightening this out.  These are not the goals I wrote up.

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [9:21 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623676892004600)

We should be able to incorporate most goals into those three:**FY2021 Key Project Deliveries - On-Time and On-Budget -- f**or your side EDW, Ops work to keep EDW alive etc.Improve Predictability of Scrum Teams (10%) - moving EDW group to Jira and improvements on planning to get their info info into Jira / Align  
SDLC Design Process (10%) - work done to wrap up SDLC (was prob first quarter of last year)Professional Development to allow our teams to better work across our technology platforms (20%) - some kind of professional development.

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[**John**](https://app.slack.com/team/U9214AVBP)  [10:23 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623680599006500)

I also have from Mike - FY2021 Key Project Deliveries - On-Time and On-Budget (20%).  Should I put my original goals of 1)ASSIST THE BA TEAM IN IMPLEMENTING ADVANCED ANALYTICS WITH EDW DATA., 2)ENSURE THE EDW UPDATE PROCESS ESTABLISHES AN OPERATIONAL CADENCE., 3) ENSURE OPERATIONAL CADENCE OF DBA WORK. here?  I had things written up for the SDLC and the Professional Development.

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [11:00 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623682809007800)

they aren't "from Mike" mike is just the one who put them in and I cascaded them down.    Don't put in those different goals just put those in the 4 that are listed they all should fit in those four as steps it took to do those.For example:  Complete projects on time and on budget - ASSIST THE BA TEAM IN IMPLEMENTING ADVANCED ANALYTICS WITH EDW DATA. could fit there.For the Scrum Team one - ENSURE THE EDW UPDATE PROCESS ESTABLISHES AN OPERATIONAL CADENCE. could fit there

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [11:07 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623683248009400)

I think I understand what you want, but goal (FY2021 Key Project Deliveries - On-Time and On-Budget (20%)) still appears in my goals.  How do I get rid of it?  Also, the 3 goals you listed above don't add up to the required 60%.  How do I change this?  Thanks.

**New**

https://ca.slack-edge.com/T03MZMV2B-U03N2DMT0-2704114db202-48

[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [11:13 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623683619010300)

I don't want you to remove any of these Goals:

1. **FY2021 Key Project Deliveries - On-Time and On-Budget -- f**or your side EDW, Ops work to keep EDW alive etc.

2) Improve Predictability of Scrum Teams (10%) - moving EDW group to Jira and improvements on planning to get their info info into Jira / Align  
3) SDLC Design Process (10%) - work done to wrap up SDLC (was prob first quarter of last year)4) Professional Development to allow our teams to better work across our technology platforms (20%) - some kind of professional development.those 4 together add up to 60 percent.    Just put the notes from the items you listed above in those categories

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[**John**](https://app.slack.com/team/U9214AVBP)  [11:14 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623683683010500)

Thank you.

[**John**](https://app.slack.com/team/U9214AVBP)  [11:34 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623684849011200)

One more issue.  When I try to update the goals to show percent complete I get the following message - "The content you have been looking for doesn't exist"

[11:35](https://ccmit.slack.com/archives/DS5BNTVQD/p1623684947012200)

This is likely because under my goals, all of the new goals except SDLC no longer exist.  How do I correct that?

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [11:46 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623685564012700)

BTW I have entered and saved all my information.

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [11:59 AM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623686387012900)

give me just a min to go look

[12:01](https://ccmit.slack.com/archives/DS5BNTVQD/p1623686484013100)

image.png

[12:01](https://ccmit.slack.com/archives/DS5BNTVQD/p1623686489013400)

I still see this and they all add up to 60%

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [12:03 PM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623686633015600)

No.  That issue is resolved thanks to your earlier feedback.  The problem I have is other than the first goal, they all say invalid date and will not let me update the % complete.  Also., I don't think my comments show up for you yet since I only saved, but did not submit the comments yet.  I was waiting to resolve this last issue.

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[**ginny**](https://app.slack.com/team/U03N2DMT0)**:house_with_garden:**  [12:13 PM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623687182015900)

you can just leave the percentage and write the wording

[12:13](https://ccmit.slack.com/archives/DS5BNTVQD/p1623687214016400)

they are dept goals so we can't separately update them

https://ca.slack-edge.com/T03MZMV2B-U9214AVBP-2887063c8a95-48

[**John**](https://app.slack.com/team/U9214AVBP)  [12:26 PM](https://ccmit.slack.com/archives/DS5BNTVQD/p1623687967017700)

Ok.  I’jj put in the text what I previously had in Engagedly.