



MAY 2023  
NICK LANAHAN

# Performance Update

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RANK: SENIOR 2

SUB-COMPETENCY: PRODUCT MANAGEMENT

COUNSELOR: KEN FONG

89.6%

Effective Util. YTD

Overall: On Track

# of LEAD Reviews: 2  
Missed Timesheets: 0  
CPE Hours: 30.7  
Independence Compliant: Yes

Promotion Candidate: Yes  
If Yes, Promotion Cycle: FY24  
PPMD Support:  
Account Support:

BETTER WORKING WORLD:CLIENT/ CLIENT VALUE

Sales/Revenue/Profit; Client Relationships; Connected; Proactive; Insightful

Partner Channel / JPMC

- Organized and supported multiple workshops with the client to design an operating model blueprint that communicates where their teams that fall under a new product fit in the organization and how they affect the Operating Model
- Developed detailed process diagrams for 6 new offerings under a new product at JPMC by working with the Product Team, which ultimately helped refine the new operating model, and how their team would interact and support other teams and Partners at JPMC

Regional Product Guide / Scotiabank

- Worked with EY-CA team on a proposal to communicate the value that our Product Management Playbook can offer to Scotiabank, who is developing a Regional Product Guide in the LATAM countries, winning the engagement during a difficult economic period.

BETTER ME / DEVELOP SELF

Soft skills; Sector; Leadership; Curiosity; Well-being; Teaming; Inspiring; Belonging

- Recruited and spent multiple hours per week working with an IdeaLab team who had no connection to DET, and was new to Product Management and Design Thinking
- Continuously learned and incorporated Product Management content into the Product Playbook. Used this knowledge to further develop existing, and create new sections of the Product Management Playbook.
- Developed and mentored 3 Seniors, and 4 Staff by providing the overall guidance on the PM Tooling Research Project and Product Playbook Content Development Strategy through one on one coaching and feedback.
- Coached and mentored another Senior at EY to take over and Lead the Product Management Playbook Content Development workstream of the PMaaS offering when my role expanded beyond development to strategy and sales.

BETTER WORKING WORLD (BUSINESS/SOCIETY) / MARKET IMPACT

Thought Leadership; Community Participation; Impactful; Socially/Environmentally responsible

- Provided training to other EY teams in the U.S. and UK as well as a client team working with DET who were new to working in an agile environment and new to Agile tooling (Jira and Confluence). This increased their knowledge and confidence to operate in this environment resulting in two Bravo awards.
- Developed the research objectives, strategy, and overall plan to help EY and our clients understand the Product Management tooling landscape. This resulted in a further understanding of the clients pain points, and future opportunities for EY to work and support their challenges.
- Developed multiple frameworks to simplify and summarize key Product Management concepts such as Product Strategy and Product Management Metrics. These frameworks enable EY and client teams to quickly implement the content in real world operations.

AREAS OF DEVELOPMENT / SUPPORT NEEDED / EXPERIENCES DESIRED

New soft skills; Aspirations; Coaching areas

- Needs to broaden experiences and work on new engagements with new teams across DET
- Desires hands on Product Management experience of a single product to apply knowledge learned
- Experience working with uncertainty and change from the plan