



JANUARY 2023
NICK LANAHAN

Performance Update

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RANK: SENIOR 2

SUB-COMPETENCY: PRODUCT MANAGEMENT

COUNSELOR: KEN FONG

107%

Effective Util. YTD

Overall: On Track

of LEAD Reviews: 2
Missed Timesheets: 0
CPE Hours: 5.3
Independence Compliant: Yes

Promotion Candidate: Yes
If Yes, Promotion Cycle: AUG 23
PPMD Support: X
Account Support: X

BETTER WORKING WORLD:CLIENT/ CLIENT VALUE

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

Partner Channel / JPMC

- Developed a product strategy framework used as a client input to help develop an operating model and implementation roadmap that supported their goals and objectives for a new product at JPMC
- Fielded an ad-hoc request from the client to develop a content management strategy and implementation plan that significantly improved their content organization, communication, and leadership decision making capability.

Agile Product Playbook Implementation / EY-UK

- Served as an SME to the first engagement where DET sold and globally implemented the playbook to another EY team in the UK maintaining a 45% margin on the engagement.
- As an SME to the Playbook implementation engagement, Nick help plan and execute training for 20 EY UK team members on Confluence to include admin, integrations, best practices, playbook implementation, and editing tips and tricks so that they could pass this information on to the client H&M

BETTER ME / DEVELOP SELF

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

- Began working on two EY Badges (Process Innovation and Product management) and has already used the knowledge learned for the client creating new processes for a new Product Team, and internally on the Strategy and Metrics section of the Agile Playbook.
- Continuously coaches and teaches diverse teams across EY during the engagement (Lean Canvas and Strategy) and outside of the engagement (PMaaS strategy, metrics, and UK Engagement).
- Spends significant time coaching and mentoring new Staff members of EY on Product Management Topics, and their progression towards becoming a DET member.

BETTER WORKING WORLD (BUSINESS/SOCIETY) / MARKET IMPACT

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

- Helped lead a team of 6 Seniors and Staffs to conduct Product Management Tooling research across the Product Development lifecycle resulting in a POV from DET on Product Management Tool ratings and opportunities across multiple industries
- Continues to develop a new asset (Digital Agile Product Playbook) using industry best practices from Tech and Financial Services to create a powerful and useful tool to accelerate Product Management Engagements

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 Product



MONTH YEAR
NAME

Promotion Case

KEY ACCOMPLISHMENTS

BETTER ME (LEADERSHIP, WELL-BEING, AGILITY, CURIOSITY)

Things to highlight include: agility to hard client projects/demands, examples of educating yourself/others, demonstrating work/life co-existence and balance

- Badges, applying learning, teaching others what I have learned

BETTER US (TEAMING, MENTORING, INSPIRING, BELONGING)

Things to highlight include: experience Managing EY or client teams/projects, mentoring colleagues, technical skills you’ve developed or improvements you’ve made to a process

- Coaching informally, Formal coaching, IdeaLab mentor (finals team), Became an SME on Jira and Confluence on my own,

BETTER WORKING WORLD: CLIENT (CLIENT RELATIONSHIPS, CONNECTED, INSIGHTFUL)

Things to highlight include: client relationships you’ve built, successful projects you’ve delivered and any accolades from clients

- Build strong relationship with TCH they want coaching
- Developed frameworks and processes used by client and internally

BETTER WORKING WORLD: BUSINESS (THOUGHT LEADERSHIP, COMMERICAL, IMPACTFUL)

Things to highlight include: POVs and examples where you’ve brought unique thinking to a problem, practice development or business development

- PM Tooling POV

QUALITY, RISK MANAGEMENT AND TECHNICAL EXCELLENCE (UTILIZATION, COMPLIANCE, LEARNING, RISK, INDEPENDENCE)

Things to highlight include: special recognition for a high-quality deliverable, fulfilling the operational KPIs

- IDK.

Slide 4

AML1 Feel free to break these into multiple pages if you need more space
Amanda M Lynch, 1/13/2023

KEY HIGHLIGHTS AT A GLANCE

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Quote from a client or feedback reviewer

- Name, Role

107% 108%

EFFECTIVE
UTILIZATION

PRIOR YEAR
UTILIZATION

RECOGNITION AWARDS

ENGAGEMENTS



PROJECT NAME



PROJECT NAME



PROJECT NAME



PROJECT NAME



PROJECT NAME

PIPELINE & SALES

PPMD & ACCOUNT SUPPORT

Slide 5

KMC1 You can include prior year engagements that may support your case

Kathleen M Calabro, 10/15/2020

KMC2 These are example categories to highlight. You can include others that you think will be good to highlight

Kathleen M Calabro, 10/15/2020