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| nell.r.g.solinap - Self Input Summary (Final) | | | | | |
| |  |  |  |  | | --- | --- | --- | --- | | Customer/Client: | Integrys Energy Group | Objectives Reviewer: | jan.benedict.b.wee | | Project/Assignment: | Open-c Integrys CIS | Career Counselor: | magie.may.r.vivar | |  |  | Performance Period: | June 2013 to May 2014 | | Assigned Role: | Developer | Start Date: | July 01, 2013 | | % of Time Dedicated to Project: | 100 | End Date: | March 31, 2014 | |  |  |  |  | | | | |  |  |
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| [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$lbtEditRoleDescription%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Assigned Role Description :** • Responsible for programming application software designs  • Responsible for testing application software codes  • Responsible for creating test plans for application codes or modules  • Responsible for demonstrating the awareness of how own program links with those of other developers and of the overall system  • Responsible for informing supervisors as far in advance as possible of potential difficulties in meeting scheduled milestones and being able to provide explanation(s)  • Participate in code reviews  • Responsible for fixing any defect and performance problem discovered in testing  • Document the application to facilitate maintenance  • Ensure that changes to scope are identified and raised to the Team Lead  • Responsible for reviewing Technical Designs and ensuring that these are understood • Participating in kick-off meetings • Work with other developers, technical designers, and experts to make sure that the fixes meet application requirements and performance goals • Responsible for identifying and documenting issues and risks in both the functional and technical designs through the Risk Management and Issue Resolution Process • Participating in weekly meetings with sub-team members to discuss status, subteam metrics, and to perform root cause analysis • Responsible for updating individual timesheets, ensuring that hours are consistent with myTE and in any client-specified time reporting tool • Responsible for creating individual weekly status reports on time • Responsible for ensuring that the organization and project policies, processes, and standards are followed • Participate in Delivery Excellence (DEx) and other quality reviews • Participating in project continuous improvement activities • Ensure that quality is never overlooked in developing modules | | | | | |
| [Tips](javascript:location.href='/PopUpContextHelp.aspx?contextId=33','null','location=no,resizable=yes,%20width=767,%20height=492,top=109,left=125,%20toolbar=yes,scrollbars';)**Value Creator**   |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$ValueCreatorSummary$rptAssessment$ctl00$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Create re-usable solution, process or work product** | Target | | Delivery Excellence - Managed Delivery | - Ensure 100% accurate and timely status reporting, metrics capture and issue escalation on all projects  - No suprise escalation. | | Self Input | Actual | | -Proactively checks Prime Configuration Packet Status for Verified rows resulting of having no In-progress status and works with 34 packets for harvesting and 51 packets entering into Open-cIS 4.0 -Logged and do updates at Prime Config Issue Log: 77 created, 8 assisted, 41 closed,, 2 dropped, 6 Hold, 4 inprogress, 24 new or not yet assist by the BSA. -Readily prepared raises issues in Prime Configuration Meetings with OnShore. -Proactively logged defect issues at Open-c 4.0 Defect Log to raised deffects that blocks the team in doing the tasks which help to identify needed improvements of Open-cIS 4.0 Tool having 20 logged defect logs. Logged defect logs with corresponding work items 11 defect logs, 7 defect logs closed, 7 inprogress, 6 New or not yet assist by the BSA. -Proactively checks verified rows in the Prime Configuration Packet Status and do assignments within the team members. -Prioritizes packets tagged as priority by providing detailed actions, suggestions & issues for packet to be sign-off or to work on. -Assisted issue logs and action items transitioned from the other members deploy in other team. -Proactively checks and update Prime Configuration Issue Log and do escalate issues for prioritize packets to BSA  -Initiates standardization for MTM Unit Testing Documentation for easy way review for side of the BSA. -Initiates appropriate and standard inputs in Prime Config Status for easy way verifying of the BSA. -Proactively updates MTM Tracker and provide necessary comments. -Proactively updates PWA buckets. | Total of Issue logs created and assisted 85, 34 packets harvested and 51 packets for entering into Open-cIS 4.0 |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$ValueCreatorSummary$rptAssessment$ctl01$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Generate and/or support new business opportunities** | Target | | Achieve target headcount growth. | -Contribute improvement idea/assist in dev. of proj.  -Develop level of P1 in C++ as new tech/language.  -Join & attend atleast 1 people's Hour event. | | Self Input | Actual | | -Contribute 'MTM Test Case Method Document' an easy way steps to create test cases which lessen effort in unit testing which is needed of ICE project. -Contribute 4 Prime Configuration Documentations namely: Category, Company Offering, ConfigItem and Ribbon for new features and procedures in Open-cIS 4.0 Tool. -Contribute Data Copy Tool Documentation and powerpoint documentation, demonstration of data copying functionality of Open-cIS 4.0. -Contribute Do's and Don'ts in Data Copying Document, standards of copying into own parm and data area which now part in Open-cIS 4.0 Tool. -Participate in 'August PH Session with Kristen Banks' 8/07/13 -Attend 'Webcast FY13 Q3 Business Updates' 7/04/13 -Attend Accenture ELITE Night 2013 09/20/2013 -Attend INTERACT towncast FY14 Q1 10/24/2013 | Contribute 8 Documentation to the ICE Project. Attends 4 people's Hour events. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$ValueCreatorSummary$rptAssessment$ctl02$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Increase client/customer or user satisfaction** | Target | | Achieve rating of at least 6.5 in the Client Satisfaction Survey | -Follow Open-C build process.  -Manage tasks w/n Budget +/- 10%  /Schedule +/- 10% /Quality 5% defect rate  -Atleast max of 5% defects in Software Dev | | Self Input | Actual | | -Implemented Contract Ribbon Design of Open-cIS 4.0 Tool released in beta 7 with no review points after implementation from the BSA. -Meet expectations from the BSA by having 0 review points in test cases done to 4 packets tested for sign-off review as of first week of Jan. -Zero review points with 7 Test Cases Templates for MTM Unit Testing namely: Non-Service Line Item, Category and Category Data, Workitem, UDT, Alert Message, Selection Criteria & Note Template from the BSA that used for the entire Unit Testing of Prime Configuration. | Zero review points for 4 packets send to sign-off review, 1 Implemented Design as of 1st week of Jan and 7 Prime Configuration Templates. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$ValueCreatorSummary$rptAssessment$ctl03$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Make/propose improvements to work products, services or processes** | Target | | Achieve Industrialization Targets | -Follow Open-C build process.  -Manage tasks w/n Budget +/- 10%  /Schedule +/- 10% /Quality 5% defect rate  -Atleast max of 5% defects in Software Dev | | Self Input | Actual | | -Implements Contract Ribbon Design and provided sql codes to that released in Open-cIS 4.0 beta 7. -Provide techniques and sql commands as workarounds to procceed with the working packets within the team. --Do quick turnarounds and suggest actions to proceed in work within the team offshore and BSA's onshore. -Organizes Quality Work Efforts effectively to complete assigned tasks and help out other team members to achieve daily goal. -Make improvements in MTM Unit Testing Tracker for an easy way acknowledgment of packets ready to be sign-off accounted to BSA Client. -Improved Work Tracker file for an easy way inputs of charging for working packets | Provided work arounds, techniques and codes for the team to proceed w/ the work as implication of Open-cIS is still in beta and improved 2 PC Trackers |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$ValueCreatorSummary$rptAssessment$ctl04$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Generate and/or support new business opportunities** | Target | | Establish innovative delivery models at scale | -Follow Open-C build process. -Manage tasks w/n Budget +/- 10% /Schedule +/- 10% /Quality 5% defect rate -Atleast max of 5% defects in Software Dev | | Self Input | Actual | | -Follow standards provided by the Onshore in entering parm data. -Clarify data in the workbook and do investigation for right harvesting and entering data -Follow procedures provided by the lead resulting good quality of work. | Follow Prime Configuration Process by not overlooking works in the build phase of Prime Configuration |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$ValueCreatorSummary$rptAssessment$ctl05$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Make/propose improvements to work products, services or processes** | Target | | Maximize value out of CMMI and other continuous improvement initiatives . | -Follow Open-C build process.  -Manage tasks w/n Budget +/- 10%  /Schedule +/- 10% /Quality 5% defect rate  -Atleast max of 5% defects in Software Dev | | Self Input | Actual | | NA | NA | | | | | | |
| [Tips](javascript:location.href='/PopUpContextHelp.aspx?contextId=33','null','location=no,resizable=yes,%20width=767,%20height=492,top=109,left=125,%20toolbar=yes,scrollbars';)**People Developer**   |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$PeopleDeveloperSummary$rptAssessment$ctl00$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Build skills (self or others) needed to execute responsibilities** | Target | | Complete Required Trainings. | -100% complete on myLearning mandatory trainings.  -Completed required trainings in ATA cert.  -Target 12hrs of Training/quarter for Developer's cert. | | Self Input | Actual | | Completed all required trainings in myLearning before the deadline and without having delays in my work namely: -Data Privacy-What It Means and Why It Matters 26-Jun-13 -Information Security 26-Jun-13 -Personal Responsibility: Living the Code FY14 Release 26-Jun-13 -Respecting the Confidential Information and Intellectual Property of Others 26-Jun-13 -FY13 BCMS Overview and Awareness Session 26-Jun-13 -FY13 Refresher Course (Due on Anniversary Month) – PDC Information Security Management System Awareness Training 26-Jun-13 -Effective Cross Cultural Communication 26-Jun-13 -Information Security Best Practices for Business Users: Operational information security 1-Jul-13 -MLA Accenture Manila Delivery Center Security Awareness Training 1-Jul-13 -Going Green 101 (PDC) 10-Sep-13 -ISO14001:2004 Environmental Management System - Office Application 10-Sep-13 -FY14 Refresher – PDC Information Security Management System Awareness Training 30-Nov-13 | Completed 12 required training in myLearnings. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$PeopleDeveloperSummary$rptAssessment$ctl01$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Improve team morale/engagement** | Target | | Improve team engagement. | -Join atleast 1 community & attend/participate atleast 1 activity in Community.  -Join atleast 1 grp & attend/participate atleast 2 activities in G2BE | | Self Input | Actual | | -Communicate Caliraya Resort about team building packages applicable for the Project and assisted the other details and do follow ups results success of Open-C Sport Fest 2013 -Make ideas for the group presentation in Open-C Christmas Party 2014 -Provide reactions for Affinity Volume 2 for two issues. -Member FY13 Q4 - FY14 Q1 and Participate [ABC] FY13 Q4 Badminton Clinic 08/10/2013. -Member FY14 Q1 and Participate in Bootcamp Lawn Tennis. -Participate in 37th Milo Marathon 2013 (Manila Leg) - July 28, 2013 -Member of ARC FY13 Q4 - FY14 Q1 and participate in [ARC Education and Training] Group Run at UP Diliman - October 20 2013 -Participate in 3 events of Kris Kringle for 3 weeks -Participate in Open-C Sports Fest -Participate in Open-C Christmas Party -Attended Resources Christmas Party | Participate in total of 4 events in 3 membered Communities of Accenture as of FY14 Q1 and 6 events of G2BE and make ideas and efforts in G2BE Events. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$PeopleDeveloperSummary$rptAssessment$ctl02$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Build skills of others** | Target | | Increased specialization/ proficiency to achieve current and new responsibilities. | -Increase in Tech. proficiency rating, as a primary skill from P0 to P1.  -Target 12 hrs training/quarter in tech | | Self Input | Actual | | -Passed Web Applications Development with Microsoft .NET Framework 4 Certification exam last 09/16/2013. -Participate and 100% passed for the 5 hands-on exam in VB.NET training InnerWorkings with Complete percentage of 61.7% beyond from 35% passing completeness from Oct 15-18 & 21 2013. -Participate in C# - Advance topics 7/17/2013 -Participate in Windows Presentation Foundation (WPF) 7/18/2013 -Participate in Model View ViewModel (MVVM) 7/19/2013 -Participate in Windows Communication Foundation (WCF) 7/22/2013 -Participate in Unit Testing, Accenture Business Solution (ABS) 7/23/2013 -Participate in <TECH TIME TRAINING CONFIRMATION> PDCMS059 - Windows Azure Storage 11/29/13 -Participate in <TECH TIME TRAINING CONFIRMATION> PDCMS060 –Dynamics CRM 2013 [Part 1] 12/10/13 -Participate in <TECH TIME TRAINING CONFIRMATION> PDCMS060 –Dynamics CRM 2013 [Part 2] 12/17/13 | -Passed 1 Primary Skill Certification and 100% passed in 5 hands-on exam in VB.NET training InnerWorkings 10/15-18 2013 &participates 8 Trainings |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$PeopleDeveloperSummary$rptAssessment$ctl03$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Build skills of others** | Target | | Increased specialization/ proficiency to achieve current and new responsibilities. | -Increase in Industry proficiency rating from L0 to L1. -Target 12 hrs training per quarter in soft skill. | | Self Input | Actual | | -Participated and overall works for the 3 C++ Hands On Exams in C++ Traing from July 29 to Aug 2 and Aug 5 2013. -Participate in ICE Project Overview 7/1/2013. -Participate in Open-cIS Configuration and Logic Extension Brownbag 7/9/2013. -Participate in Logic Architecture and Logic Extension 7/16/2013. -Participate in Visual C++ Training: Overview and Basic Structure 7/29/2013 -Participate in Visual C++ Training: Data Types and Classes 7/30/2013 -Participate in Visual C++ Training: Pointers and References 7/31/2013 -Participate in Visual C++ Training : Arrays and String 8/01/2013 -Participate in Rollout - E-mail Best Practices 8/01/2013 -Participate in Open C Configuration Company Offering Demo 8/02/2013 -Participate in Risk and Issue Management Process 08/05/2013 -Participate in COM, Interfaces and ADO 08/05/2013 -Participate in Selection Criteria Brownbag - Overview and FD Extract 09/03/2013 and given point for participating in Q&A. -Participate in ICE - TFS Training for offshore 09/04/2013 -Participate Open-c 4.0 Configuration Constant Overview 09/06/2013 -Participate in Prime Config Unit Testing Overview 09/11/13 -Participated in 3 ABS 4.0 Trainings presenter Brad Oct. 10-11 & 14 2013 -Attended Brownbag - Session 2 (New Construction, Scheduling Dialog, Service Order Charges, Gonk G, Gokulator) 11/11/2013 -Paticipate in 2 MTM Trainings 11/14 to 11/15/2013 | Passed C++ Hands On Exams Training and attend and participated in 21 trainings provided by the project. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$PeopleDeveloperSummary$rptAssessment$ctl04$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Improve retention/reduce attrition** | Target | | Improve or retain unmanaged retention rate of team. | - Participate in Rewards & Recognition program.  - Participate in Community activities. | | Self Input | Actual | | -Receive 4 Performance Factor CP Awards thru Rewards and Recognition namely: Organizes Quality Work Efforts, Develops self and others, Focuses on delivering excellence and Develops self and others -Participated in Relief Repacking Activity DSWD-NROC (morning session) Oct 26, 2013 -Participated in Relief Repacking Activity on Nov. 16 2013 | Shows good performance resulting to receive 4 CP Points Awards in Rewards & Recongnition and participate in 2 Community Activities for Oct-Nov 2013 | | | | | | |
| [Tips](javascript:location.href='/PopUpContextHelp.aspx?contextId=33','null','location=no,resizable=yes,%20width=767,%20height=492,top=109,left=125,%20toolbar=yes,scrollbars';)**Business Operator**   |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$BusinessOperatorSummary$rptAssessment$ctl00$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Reduce dependence on supervisor's input** | Target | |  |  | | Self Input | Actual | | -Business Operator Awardee for FY14 Q1, For taking full accountability and ownership of the work as evidence of raises issues, conducts daily check on the closure of reported issues and provide daily goals and targets of the team. -Grab, action items and extra works from the BSA Onshore without having delay from my part. -Grab and do assignments within the team for the verified rows in the Prime Config Packet Status. -Raises concern to packets that possible to work on and provide detailed documentation. -Have no dependency with the other members of the team -Able to work without Goals for today provided by the lead | Business Operator Awardee for FY14 Q1 as for taking full accountability and ownership of the work. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$BusinessOperatorSummary$rptAssessment$ctl01$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Ensure high resource utilization** | Target | | Actively monitor resource utilization/chargeability for the entire team throughout the performance year. Maintain chargeability through doing trainings on weekends and use break time for weekday's trainings. | -100% accurate time & expense reporting  -Manage VL & Training usage, against proj. work.  -Target 12hrs of Training/quarter.  -Chargeability@:-110.5% | | Self Input | Actual | | Charges actual time before the deadline in working packets at MyTE and Integrys PWA Site. Works 9 hour per day and spends extra hours for urgent matters. | Accurate charging in MyTE and PWA with changeability of 100% |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$BusinessOperatorSummary$rptAssessment$ctl02$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Manage significant resourcing and complex scheduling issues** | Target | | Demand - Supply Management. | - Have at least 1 successful recruit via iRefer who is on boarded into Accenture. | | Self Input | Actual | | Referred 5 candidates from FY13 to FY14 Q1, 4 were not on board in Accenture and 1 currently undergoing recruitment process. | Referred 5 candidates, 4 were not on board in Accenture and 1 currently undergoing recruitment process. |  |  |  | | --- | --- | | [Edit](javascript:WebForm_DoPostBackWithOptions(new%20WebForm_PostBackOptions(%22ctl00$body$BusinessOperatorSummary$rptAssessment$ctl03$btnEdit%22,%20%22%22,%20true,%20%22%22,%20%22%22,%20false,%20true)))**Meet budget and/or scheduling Requirements** | Target | | Cost To Serve Target | - Have at least 80% ratings in all exercises and activities in Knowledge Transition. | | Self Input | Actual | | -Attends and participates in Knowledge Transition training's and raises possible questions to achieve less supervision. -Presenter in "Category Brown-bag Session" as one of the trainees in Prime Configuration Open-cIS 4.0 Training to other 9 trainees and 2 Testing Team Training Supervisors. -Presenter in "Data Copy Tool Brown-bag Session" to Prime Configuration team w/ 7 audience which lead for us to manipulate data for testing and documented to UT Doc 09/27/13. -Presenter in "Data Copy Tool KT" to 7 new resources and 1 member of Reporting Team to enable for them to configure in Open-cIS 4.0 by their own Data 10/30/13. -One of the Presenter of Prime Configuration KT to 21 resources from different projects of Open-C that will lead for them to know the new features of Open-cIS 4.0 Tool respectively for Prime Configuration Tasks 11/25/13. -Participates in brownbag and knowledge transfer sessions. | Attends and participates in knowledge transition training's, brownbags and a Presenter in 4 Brown-bag Sessions to total of 47 resources. | | | | | | |
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