

**Goal**

Digital Experience (Dx) - Team: Highest performing and engaged Digital Experience team in Canada.

Description

As measured by engagement scores, development plan completion and execution, creating of experiences that support our purpose with a positive impact on the communities we serve.

Due Date 2023-01-31
Organization Alignment

Comment Count 0
Track By Percent
Target Percent 80.00%
Actual Percent 0.00%

Milestones

Milestone	Due Date	Status
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History**History**

Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
2023-05-04 02:32 a.m.	Rickey Hodinh	Manage Goals: Kavi Patel	Archived	Y	
2022-03-28 08:45 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Goal	Digital Experience (Dx) - Team: Highest performing and engaged Digital Experience team in Canada.	Digital Experience (Dx): Highest performing and engaged Digital Experience team in Canada.
			Description	As measured by engagement scores, development plan completion and execution, creating of experiences that support our purpose with a positive impact on the communities we serve.	As measured by engagement score.
2022-03-28 08:40 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Goal	Digital Experience (Dx): Highest performing and engaged Digital Experience team in Canada.	
			Description	As measured by engagement score.	
			Due Date	2023-01-31	
2022-03-28 08:40 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Target	80.00%	
			Actual	0.00%	

Goal

The easiest and most engaging mobile site and app in Canada to find the products and information



Canadians need to save money & time.

Description

As measured by Mobile Visitor NPS.

Due Date 2023-01-31
Organization Alignment

Comment Count 0
Track By Unit
Unit Count
Target Number of Units 15
Actual Number of Units 0

Milestones

Milestone	Due Date	Status
Q2 NPS Target = 13	2022-07-31	In Progress
Q3 NPS Target = 14	2022-10-31	In Progress
Q4 NPS Target = 15	2023-01-31	In Progress
Q1 NPS Target = 13	2022-04-30	In Progress

History

History

Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
2023-05-04 02:32 a.m.	Rickey Hodash	Manage Goals: Kavi Patel	Archived	Y	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Goal	The easiest and most engaging mobile site and app in Canada to find the products and information Canadians need to save money & time.	Digital Experience (Dx): The easiest and most engaging mobile site and app in Canada to find the products and information Canadians need to save money & time.
			Description	As measured by Mobile Visitor NPS.	As measured by NPS.
2022-03-28 08:38 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Q2 NPS Target = 13)	In Progress	
			Milestone Due Date (Q2 NPS Target = 13)	2022-07-31	
			Milestone Name (Q2 NPS Target = 13)	Q2 NPS Target = 13	
2022-03-28 08:38 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Q3 NPS Target = 14)	In Progress	
			Milestone Due Date (Q3 NPS Target = 14)	2022-10-31	
			Milestone Name (Q3 NPS Target = 14)	Q3 NPS Target = 14	
2022-03-28 08:38 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Q4 NPS Target = 15)	In Progress	
			Milestone Due Date (Q4 NPS Target = 15)	2023-01-31	



Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
2022-03-28 08:38 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Name (Q4 NPS Target = 15) Goal	Q4 NPS Target = 15 Digital Experience (Dx): The easiest and most engaging mobile site and app in Canada to find the products and information Canadians need to save money & time.	Develop the easiest and most engaging mobile site and app in Canada to find the products and information Canadians need to save money & time.
2022-03-28 08:34 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Target	15 Count	
2022-03-28 08:34 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Actual	0 Count	
2022-03-28 08:34 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Goal	Develop the easiest and most engaging mobile site and app in Canada to find the products and information Canadians need to save money & time.	
			Description	As measured by NPS.	
2022-03-28 08:34 a.m.	Kavi Patel	Manage Goals: Kavi Patel	Due Date	2023-01-31	
			Milestone Status (Q1 NPS Target = 13)	In Progress	
			Milestone Due Date (Q1 NPS Target = 13)	2022-04-30	
			Milestone Name (Q1 NPS Target = 13)	Q1 NPS Target = 13	

Goal

To stand up a high performance Strategy, Transformation and Performance analytics team.

Description

Recruit, onboard and organize three functional teams to oversee transforming and enhancing Walmart.ca experiences and governing all Digital Experience transformation projects in partnership with the Technology and Product teams. This includes incubation of business requests, building of business cases, defining priorities with the product management teams, and managing the feedback loop between our technology, business partners and customers. The team will also partner with product/technology on all initiatives related to search & browse, personalization & recommendation, and will oversee all digital experience reporting, experimentations and A/B testing. The creation of a separate transformation group will allow for more focus on strategic transformation topics, enable greater cross-team collaboration and improve site governance.

Due Date 2023-01-31
Organization Alignment SEAMLESS OMNI OFFER (Archived)

Comment Count 0
Track By Percent
Target Percent 100.00%
Actual Percent 100.00%

Milestones



Milestone	Due Date	Status
Recruit all team members within each of the three functions.	2022-10-31	Completed
Onboard all new team members within Dx Transformation and Performance analytics.	2022-11-30	Completed
Onboard Travers and the Accenture A/B testing team to create the Dx Lab	2022-10-31	Completed
Roll-out key accountabilities across three teams: Sam: - efficient intake & evaluation - prioritization - development guidance & UAT - post mortem reporting - evaluation model improvement Ted: - daily, weekly reporting support - reporting automation - deep dive support - projects: integration of new customer inputs - projects: quarterly process & reporting improvements Travers: - hypothesis intake & evaluation - testing program governance - prioritization of tests, setup, execution - during and post-experiment reporting - stakeholder engagement - process & reporting improvement	2022-11-30	In Progress
Establish new way of working, processes and RACI with Canada and International stakeholders.	2023-01-31	In Progress
Ensure all team members have an IDP and have setup recurring connects with their coach.	2023-01-31	In Progress

History

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2023-05-04 02:32 a.m.	Rickey Hodin	Manage Goals: Kavi Patel	Archived	Y	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Recruit all team members within each of the three functions.)	Completed	
			Milestone Due Date (Recruit all team members within each of the three functions.)	2022-10-31	
			Milestone Name (Recruit all team members within each of the three functions.)	Recruit all team members within each of the three functions.	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Onboard all new team members within Dx Transformation and Performance analytics.)	Completed	
			Milestone Due Date (Onboard all new team members within Dx Transformation and Performance analytics.)	2022-11-30	
			Milestone Name (Onboard all new team members within Dx Transformation and Performance analytics.)	Onboard all new team members within Dx Transformation and Performance analytics.	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Onboard Travers and the Accenture A/B testing team to create the Dx Lab)	Completed	



Date	Updated By	Updated In	Field History		
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			Milestone Due Date (Onboard Travers and the Accenture A/B testing team to create the Dx Lab)	2022-10-31	
			Milestone Name (Onboard Travers and the Accenture A/B testing team to create the Dx Lab)	Onboard Travers and the Accenture A/B testing team to create the Dx Lab	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Roll-out key accountabilities across three teams: Sam: - efficient intake & evaluation - prioritization - development guidance & UAT - post mortem reporting - evaluation model improvement Ted: - daily, weekly reporting support - reporting automation - deep dive support - projects: integration of new customer inputs - projects: quarterly process & reporting improvements Travers: - hypothesis intake & evaluation - testing program governance - prioritization of tests, setup, execution - during and post-experiment reporting - stakeholder engagement - process & reporting improvement)	In Progress	



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			Milestone Due Date (Roll-out key accountabilities across three teams: Sam: - efficient intake & evaluation - prioritization - development guidance & UAT - post mortem reporting - evaluation model improvement Ted: - daily, weekly reporting support - reporting automation - deep dive support - projects: integration of new customer inputs - projects: quarterly process & reporting improvements Travers: - hypothesis intake & evaluation - testing program governance - prioritization of tests, setup, execution - during and post-experiment reporting - stakeholder engagement - process & reporting improvement)	2022-11-30	
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2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Establish new way of working, processes and RACI with Canada and International stakeholders.)	In Progress	



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			Milestone Due Date (Establish new way of working, processes and RACI with Canada and International stakeholders.)	2023-01-31	
			Milestone Name (Establish new way of working, processes and RACI with Canada and International stakeholders.)	Establish new way of working, processes and RACI with Canada and International stakeholders.	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Milestone Status (Ensure all team members have an IDP and have setup recurring connects with their coach.)	In Progress	
			Milestone Due Date (Ensure all team members have an IDP and have setup recurring connects with their coach.)	2023-01-31	
			Milestone Name (Ensure all team members have an IDP and have setup recurring connects with their coach.)	Ensure all team members have an IDP and have setup recurring connects with their coach.	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Target	100.00%	
			Actual	100.00%	
2022-10-27 05:36 p.m.	Kavi Patel	Manage Goals: Kavi Patel	Goal	To stand up a high performance Strategy, Transformation and Performance analytics team.	
			Organization Alignment	SEAMLESS OMNI OFFER (Archived)	



Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
			Description	Recruit, onboard and organize three functional teams to oversee transforming and enhancing Walmart.ca e xperiences and governing all Digital Experience transformation projects in partnership with the Technology and Product teams. This includes incubation of business requests, building of business cases, defining priorities with the product management teams, and managing the feedback loop between our technology, business partners and customers. The team will also partner with product/technology on all initiatives related to search & browse, personalization & recommendation, and will oversee all digital experience reporting, experimentations and A/B testing. The creation of a separate transformation group will allow for more focus on strategic transformation topics, enable greater cross-team collaboration and improve site governance.	
			Due Date	2023-01-31	

Manager Summary

Rating Successful

Rating Description During the current year, performance consistently meets the requirements of role. Overall performance is in the range of typical, successful associates in similar roles.