

Professional Recommendation Form

<Applicant>

Last/Family Name	First/Given Name	Middle Name
AKSHAY	KUMAR	

<Recommender>

Name	Organization, title
RUSHIKESH KULKARNI	MANULIFE INSURANCE COMPANY
How long have you known the applicant?	What is your relationship to the applicant?
1.6 Years	COWORKER

To what extend have you and the applicant discussed his/her decision to study in an MBA program?

Please check one: ☐ Extensively ☒ Somewhat ☐ Not at all

1. Please give your evaluation of the applicant's management potential. How will management education benefit the individual in his or her career?

Kumar has been effectively leading the Japan Data Office in our organization. He has potential to grow to the senior management position. I believe management education will lay the foundation for his career growth.

2. Please describe the applicant's outstanding talents and abilities. Comment specifically on the academic and/or management skills of relevance for an MBA-IB program and a management career.

I have worked closely with Kumar on multiple data related projects. His knowledge in the subject of data management/ data lake technologies is very much adorable. I was very happy work with him in the area of data engineering/data operations to deliver several key milestones of a Hadoop based data lake solution for Manulife. He is a prized combination of technical prowess and management capability.

3. Please describe the applicant's areas needing improvement. What are the effects on his/her academic or professional activities?

I think he requires improvement in the area of delegating task to the subordinates. As per my observation he tries to stretch and accomplish multiple task by himself. This habit creates over work for him.

4. Describe the applicant's ability to communicate orally and in writing. If the applicant is a non-native English speaker, address his/her ability to understand, speak, and write in English. If the applicant is a native English speaker, please comment on his/her ability to understand, speak, and write in a second language.

He possess very good speaking and writing skills in English. Japanese language skills is something he has shown a lot of interest and progress. He is at the upper beginner level with a JLPT N-3 Certification.

5. Please comment on the applicant's ability to work with others, including superiors, peers and subordinates. Is the applicant an effective group member or does he/she works better individually?

He has very good soft skills including team management. Currently he is Leading Data Engineering and Operations Team across geographically distributed regions across Hongkong/India/Philippines. He is liked by his superiors , peers and subordinates.

6. Are there any other matters which you feel we should know about the applicant?

N/A

	POOR	AVERAGE	GOOD	OUTSTANDING	UNABLE TO COMMENT
Analytical Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maturity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Self Confidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Managerial Attributes:					
-Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
-Interpersonal Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
-Leadership Potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
-Time Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
-Organizational Abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

☒ I strongly recommend this applicant to the Tsukuba MBA-IB Program.

☐ I recommend this applicant to the Tsukuba MBA-IB Program.

☐ I do not recommend this applicant to the Tsukuba MBA-IB Program.

Signature:

Date: