

Hancock, Marsha

FY24 Annual Evaluation

6/1/23 to 5/31/24

Document Status Completed

Evaluated By BS, Gururaj

Employment Details

Position	Job	16830.Digital Content Snr Manager.M3	
Location	US-NC-HOME 270-289	Department	606895 - J7P - Documentation Engineering - Screven
	Manager	BS, Gururaj	

Overall Summary

	Manager
Overall Rating	Outstanding
Comments	<p>Marsha did a good job of managing the Digital Content team that offers graphics, videos, and other digital asset services to multiple teams of Oracle. Her team continues to collaborate with several teams outside of our organization, including Oracle Brand, Marketing, and product documentation teams. In FY24, Marsha invested in her own professional development by attending management training and other courses. In FY25, she will have the opportunity to apply the knowledge and skills to her team and projects, so we can see increase in her team's efficiencies.</p>

	I'm proud of Marsha and her team.
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Participant Feedback

BS, Gururaj

Performance Goals

	Manager
Section Rating	Successfully meets expectations
Comments	In FY25, she will have the opportunity to apply the skills and knowledge to her team and projects.

Complete one online management course

Description			
Success Criteria			
Start Date	6/1/23	Priority	Medium
Status	Completed	Completion Percentage	100
Target Completion Date	11/30/24	Actual Completion Date	9/21/23
Level		Category	
Related Link			
Comments	1. Completed and was certified in Goal Setting		

- (Harvard Business) Q1
 2. [How to Have Productive One-on-One Meetings](#)
 (LinkedIn Learning) Q2

	Manager
Comments	

Slack Developer

Description Take courses related to Slack Certified Developer
 Success Criteria

Completed two courses towards becoming a Slack developer.

Start Date	6/1/23	Priority	Medium
Status	Completed	Completion Percentage	100
Target Completion Date	5/31/24	Actual Completion Date	
Level		Category	
Related Link			
Comments			

	Manager
Comments	Good. Look forward to hearing more about your plans to implement some of these practices in your team's projects and activities.

Competencies

	Manager
Section Rating	Exceeds expectations
Comments	At her current job level, Marsha clearly exceeds expectations, especially the target competencies for M3.

Core.Change Agility

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	

Core.Collaboration

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	

Core.Communicating for Impact

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	

Core.Competitive Edge

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	

Core.Inspirational Leadership

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	

Core.Mastering Complexity

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	

Core.Performance Drive & Execution

Target Proficiency Level 2-Intermediate

	Manager
Proficiency Level	
Comments	

Employee Final Feedback