

# Hancock, Marsha

FY19 Annual Evaluation

6/1/18 to 5/31/19

Document Status Completed

Evaluated By Matishak, Deirdre

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## Employment Details

Position	Job	16820.Digital Content Manager. M2	
Location	US-NC-HOME 270-289	Department	606895 - J7P - Documentation Engineering - Screven
	Manager	BS, Gururaj	

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## Overall Summary

	Manager
Overall Rating	Outstanding
Comments	<p>Marsha continues to impress me with her natural manager and leadership style. She is continually performing at a level higher than her current job code. She has built a solid team and through cross-training, ensured that her team is ready to take on the needs of our customers at all times. She is innovative and organized. I regularly use her as an example when I am advising others on how to approach a situation. I plan to promote Marsha to the M3 level in FY20.</p>

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## Participant Feedback

Matishak, Deirdre

## Performance Goals

	Manager
Section Rating	Exceeds expectations
Comments	Marsha continually impresses me with committment to success. Any goal or assignment she is given, she is successful with.

### Complete a leadership training course

Description I will complete a leadership training course.

Success Criteria Completes one leadership course.

Start Date 6/1/18

Priority Medium

Status Completed

Completion Percentage 100

Target Completion Date 5/31/19

Actual Completion Date

Level

Category

Related Link <https://oracle.pathgather.com/paths/Q29tcGFueUxIYXJuYWJsZTpIODc3MWMMyNS0wMGJwLTQyNDYtOTExZi1lZWFIQGYxN2UyYzI=/path>

## Comments

- Delivering Employee Feedback course
- Managing Experts course
- Managing Technical Professionals course
- Working From Home course
- Introduction to Delegation Skills - O'Reilly Online Training

	Manager
Comments	Good job!

## Complete the corporate Leadership Challenge

Description	Complete the challenges sent by the Leadership Development team for managers.		
Success Criteria	Complete the challenges.		
Start Date	10/1/18	Priority	Medium
Status	Completed	Completion Percentage	100
Target Completion Date	10/31/18	Actual Completion Date	10/31/18
Level	Category		
Related Link	<a href="http://news.oraclecorp.com/learning/2018/10/02/oracle-leadership-challenge-2018-day-2/">http://news.oraclecorp.com/learning/2018/10/02/oracle-leadership-challenge-2018-day-2/</a>		
Comments			

	Manager
Comments	Good job!

## Take a course on Atlassian

Description	Complete a course on Atlassian tools focusing on how to improve communication and collaboration between teams and team members.
Success Criteria	Course is completed. Provide certificate if available.

Start Date 6/1/18 Priority Medium  
 Status Completed Completion Percentage 100  
 Target Completion Date 5/31/19 Actual Completion Date  
 Level Category  
 Related Link <https://www.lynda.com/Confluence-tutorials/Learning-Confluence-2018/685018-2.html>  
 Comments Completed:

- Learning Confluence 2018
- Learning Jira Software (2018)

	Manager
Comments	Good job!

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## Competencies

	Manager
Section Rating	Exceeds expectations
Comments	Marsha exceeds in the area of core-competencies for her job-code level - she is more than ready for the next level. I plan to promote her in FY20.

### Core.Change Agility

	Manager
Comments	I agree with Marsha's self-assessment. I regularly call on her in this area.

### Core.Collaboration

	Manager
Comments	I agree with Marsha's self-assessment. She is

	always looking for new opportunities to collaborate within our org and outside.
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#### Core.Communicating for Impact

	Manager
Comments	Marsha excels in this area.

#### Core.Competitive Edge

	Manager
Comments	Marsha always encourages her team to bring new ideas and strives to ensure their work is creative and innovative.

#### Core.Inspirational Leadership

	Manager
Comments	I agree with Marsha's self-assessment. She is a natural leader and demonstrates leadership qualities beyond her job-code.

#### Core.Mastering Complexity

	Manager
Comments	I agree with Marsha's self-assessment.

#### Core.Performance Drive & Execution

	Manager
Comments	Marsha leads by example and it shows in the results of her team.

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## Employee Final Feedback