

Hancock, Marsha

FY22 Annual Evaluation

6/1/21 to 5/31/22

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 Hancock is an outstanding contributor, who is emerging as an effective leader in our organization. She manages her function (digital content) and team effectively. In addition to managing project deliveries, Marsha focuses on developing her team members to become more independent and better leaders. She collaborates with other teams in our organization and with teams across Oracle on various initiatives and projects related to digital content - standardization, toolkits, common repositories, and so on. During this performance period (Fy22), the identity and recognition of Marsha's digital content team and their expertise has increased</p>

	<p>significantly. Of course, the credit goes to Marsha. Her direct reports love working with her, and they nominated Marsha for a department-level award recently. It goes to show that her team recognizes and respects her as a team manager. I want to thank Marsha for her contributions to Oracle in FY22, and I wish her all the very best in FY23. I've discussed a few FY23 key goals, including learning opportunities, with her. We'll continue discussing and finalizing them in our future 1-1 meetings. Thanks, Marsha!</p>
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Participant Feedback

BS, Gururaj

Performance Goals

	Manager
Section Rating	Exceeds expectations
Comments	Marsha clearly exceeds expectations at her current job level (M3). She has demonstrated her ability and readiness to perform at the next job level (M4).

Business Continuity Plan

Description	Create a Business Continuity Plan that will identify any single points of failure within my organization.		
Success Criteria	Create a Business Continuity Plan that identifies key people and skills to see if there are any single points of failure within my organization.		
Start Date	6/1/21	Priority	Medium
Status	Completed	Completion Percentage	100
Target Completion Date	5/31/22	Actual Completion Date	
Level		Category	
Related Link	https://confluence.oraclecorp.com/confluence/display/SIDS/Business+Continuity+Plan		
Comments	https://confluence.oraclecorp.com/confluence/display/SIDS/Business+Continuity+Plan		

	Manager
Comments	Successfully met expectations.

Collaborate

Description	Collaborate with at least one organization outside of InfoDev with architecture diagrams. (OCI and NetSuite)		
Success Criteria	I will reach out to at least one other org to learn more about their architecture diagram development process.		
Start Date	6/1/21	Priority	Medium
Status	Completed	Completion Percentage	100
Target Completion Date	5/31/22	Actual Completion Date	
Level		Category	
Related Link			
Comments	I formed an OCI architecture diagram advisory panel of sorts and meet with them on a regular basis. We initially met every other week but just recently reduced that to once a month.		

I reached out to Valerie Steele with NetSuite regarding architecture diagrams and did receive a response however, the follow ups never went anywhere. We previously worked with their team on video development.

This FY, we worked with Fusion Apps and developed an architecture diagram toolkit for them in Figma. We also created a tutorial and offer support as needed.

We work with the database team in figuring out a new approach to interactive diagrams that will reduce the work required to code the svgs.

	Manager
Comments	Successfully met expectations.

Competencies

	Manager
Section Rating	Outstanding
Comments	Marsha Hancock clearly exceeds expectations for most of the competencies at her current job level (M3), and for some competencies, she is outstanding at her job level.

Core.Change Agility

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	I agree that she is operating at

	rating 5, at her current job level.
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Core.Collaboration

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	I agree that she is operating at rating 5, at her current job level.

Core.Communicating for Impact

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	I agree that she is operating at rating 4, at her current job level.

Core.Competitive Edge

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	I agree that she is operating at rating 4, at her current job level.

Core.Inspirational Leadership

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	
Comments	I agree that she is operating at rating 4, at her current job level.

Core.Mastering Complexity

Target Proficiency Level 3-Skilled

	Manager
Proficiency Level	

Comments	I agree that she is operating at rating 4, at her current job level.
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Core.Performance Drive & Execution

Target Proficiency Level 2-Intermediate

	Manager
Proficiency Level	
Comments	I agree that she is operating at rating 4, at her current job level.

Employee Final Feedback