

Hancock, Marsha

FY21 Annual Evaluation

6/1/20 to 5/31/21

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>In the FY21 performance period (the first year of my direct reporting relationship with her), in addition to managing her digital content team and projects, Marsha demonstrated strong project management skills, hands-on skills when needed, ability to collaborate with other teams, and partnership with her peers on the leadership team. At her job level (M3), she was outstanding. I thoroughly enjoyed working with Marsha during this period, and I look forward to working with her in FY22. I've also shared with her a plan to facilitate her career growth.</p>

Participant Feedback

BS, Gururaj

Performance Goals

	Manager
Section Rating	Exceeds expectations
Comments	Marsha met all of her performance goals and exceeded them on several occasions.

Complete a course on OCI

Description I will complete a course on Oracle products, preferably OCI.
Success Criteria

Start Date	6/1/20	Priority	Medium
Status	Completed	Completion Percentage	0
Target Completion Date	5/31/21	Actual Completion Date	5/14/21
Level		Category	
Related Link			
Comments	OCI Explorer		

	Manager
Comments	

Gain a better understanding of the self-publishing process

Description I want to know more about self-publishing. This would allow me to help UADs when they have questions that go beyond the creation of a visual asset. Possible avenues would be to take training developed for UADs or have one or two UADs walk me through their process.

Success Criteria

Start Date 6/1/20 Priority Medium
 Status Completed Completion Percentage 0
 Target Completion Date 5/31/21 Actual Completion Date 3/1/21
 Level Category
 Related Link
 Comments

	Manager
Comments	

Participate in Mentoring at Oracle

Description Sign up with the Mentoring at Oracle program as a mentee. Work through a plan developed with my mentor.

Success Criteria

Start Date 6/1/20 Priority Medium
 Status Completed Completion Percentage 0
 Target Completion Date 5/31/21 Actual Completion Date 2/5/21
 Level Category
 Related Link
 Comments

	Manager
Comments	

Competencies

	Manager
Section Rating	Exceeds expectations
Comments	Marsha has the competencies required for her job. I have suggested to her that she focus on increasing/developing competencies required for the next level.

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