**Answer 1:**

**Background:**

I joined a Consulting firm working onsite with a Large Client. There are multiple vendors(Consulting firms) working for the Client and every vendor is keen to showcase their expertise to get projects. The project that was assigned to me pilot project and if it is successfull it was supposed to be rolloed out throughout the organisation. In my initial observations, I discovered a few issues:

* There was a technical debt. We didnt have expertise.
* Tasks were under estimated.
* Limited resources.
* The delivery team based outside Ireland.
* Team Moral was low

The task was to either deliver or scrap the current plan and redo the planning.

**Analysis:**

Although the task was difficult it was important for me to see through eyes of my Company. If we lose the credibility we might lose the project and subsequent projects in the space. It was really important to deliver the project as it would bring in more projects for the company.

**Actions:**

* **Leadership Action:**

I had to demonstrate my leadership to a team for whom I am completely new, not with them onsite and someone whom they dont know/trust/respect. You cant become a leader overnight. You need to get confidence from the team and it takes time. However, I believe, I did an excellent job to get the trust and respect from the team. A mix of "lead by example" and "servant-leadership" style of leadership was used.

* **Addressing Motivational Needs:**

I tried to identify individuals motivational needs and addressed them in a case by case basis.

There were a few other tasks that were carried out to build a relationship.

**Outputs:**

The project was delivered on time, within budget and the solution was optimal. And the best part that I am proud of is, is that I have a healthy relationship with a team whom I never met. We have a WhatsApp group that we use to build relationship outside work. (Something that is extremely important for a healthy/productive and growing team). In any new project I am able to rely on my team and I know what can keep them motivated.

**Answer 2:**

File Attached. Please rename the file from oct2016.abc to oct2016.rar and unzip.

* Contains Source code.
* Test file.
* Eclipse Maven Project.
* Generated Java Docs.

**Answer 3:**

Java – And java related technologies. Eg. Spring, Hibernate etc.

\* [10] writing code to solve day to day problems   
\* [10] reviewing code to look for bugs and potential improvements   
\* [10] designing systems to solve problems   
\* [9] reviewing systems to make them operationally excellent and fit for purpose   
\* [6] creating data models to facilitate solving problems   
\* [6] reviewing data models to ensure they are fit for purpose and scalable   
**\* [10] Debugging code for fixing production issues.**

**\* [10] Identifiying memory leak and CPU Spikes. [Heap dump and Thread dump analysis]**