Goal Listing - (5)

Customer appreciation of completed timelines

| In Progress

Weightage
20

Organization Differentiator
Customer WOW experience

Goal Description
Build CoE Team: Hire, train and basically equip CoE team to effectively support for various CoE related activities.
Ensure all the bulding blocks for CoEs are completed in a timely fashion (Collaterals, Case Studies, PoCs, Sales Enablement, etc.)
Identify and develop relevant partneships with OEMs/Service Providers for CoEs.
Operate within agreed CoE budget.
Business centricity: Focus outwards on promoting our CoE Services and capabilities with customers. Look at innovative ways meet customer requirements.

Manager

Comments

OK

L2 Manager

Comments

OK

Self | A+

Comments

1) Ensuring that the API is user-friendly and intuitive, with clear documentation and examples that make it easy for customers to understand and implement.
2) Designing the API to handle growing demands and usage without compromising performance or stability.
3) Continuously improving the API by adding new features, capabilities, and enhancements that cater to customer needs and market trends.

Availability of information at any given point of time, understanding customers / users customized requirement

| In Progress

Weightage
20

Organization Differentiator
Excellence

Goal Description

To review RFPs/requirements, throroughly understand the technical scope, prepare solution with associated commercials (where applicable) Thus ensuring 100% complete and timely submission of technical solution.
No proposals to be rejected on grounds of inaccuracy or inadequacy of solution, sizing, etc.
Functional Solutioning packaging for proposals with demos/POCs wherever required.
Raise red flags beyond own span of control in a timely manner to concerned stakeholders.

Manager

Comments

OK

L2 Manager

Comments

OK

Self | A+

Comments

I consistently met project deadlines and ensured the timely delivery of API solutions. My effective time management and organizational skills allowed me to plan and execute projects efficiently, minimizing delays.

Initiative, dependability & involving in upcoming ICS & COE projects

| In Progress

Weightage	Organization Differentiator
20	Contributing to business growth

Goal Description

Take complete ownership of technical solution presentation to customer.
Ensure a rating of 4.5/5 CSAT on completion of customer engagements.

Manager

Comments

OK

L2 Manager

Comments

OK

Self | A+

Comments

I have been committed to learning and acquiring new skills.

I have focused on delivering high-quality API code. I paid attention to details and adhered to coding standards to ensure the reliability and efficiency of the APIs I developed.

I understand the importance of being adaptable and flexible in a dynamic work environment. I have been open to taking on new challenges and adjusting my approach to meet project requirements.

Quality Of Work - will perform accuracy, effectiveness, completeness in various task or assignments.

| In Progress

Weightage	Organization Differentiator
20	Productivity

Goal Description
Target a 80% success rate for conversion of POC done to implemented solution for customers.

Manager

Comments

OK

L2 Manager

Comments

OK

Self | A+

Comments

I demonstrated a high level of adaptability and eagerness to learn during my early days as an API developer. I quickly grasped new concepts and technologies, which helped me contribute to the team's projects effectively.

While working on API development tasks, I strived to pay close attention to detail. I understood the importance of precision in coding and documentation, aiming to deliver high-quality work.

Understanding New Technology, Training & Certification

| In Progress

Weightage	Organization Differentiator
20	Get it right the first time

Goal Description
Develop job related expertise and communication skills.
Broaden one's the technical horizon to cover new developments in Cloud Services, various Digital technology solutions.

Manager

Comments

OK

L2 Manager

Comments

OK

Self | A+

Comments

I have devoted time to enhancing my knowledge of API concepts and best practices. By having a solid understanding of APIs, I aim to deliver well-structured and effective solutions.

Goals Overall

Manager

Comments

OK

L2 Manager

Comments

OK

Final Review |

Overall review

Manager

Comments

OK

L2 Manager

Comments

OK

Final Review | A2