Performance Review
2013 Performance Assessment - Employee

From Jan 1, 2013 to Dec 31, 2013

Abbott
A Promise for Life

Employee:	SCOTT C. KRAUSE	Manager:	Hubert Karst
Department:	N/A	Job Field:	IT-APPLICATION TECHNOLOGY
Organization:	ADD-Diagnostics	Job Title:	SR ANALYST SYSTEMS
Business Unit:	ABBOTT		

Overview

Status: Closed
Step: N/A
Step Due Date: N/A

■ Final Comments

Manager's assessment
No comments entered

Employee's self-assessment
No comments entered

■ Acknowledgement Comments

Manager's assessment
No comments entered

Employee's self-assessment
No comments entered

■ Overall Summary

Manager's assessment

Overall Rating
Exceeded Expectations (EE)

Comments
2013 was a very successfull year for the ODS/MDM/DataSync team. The projects identified at the beginning of the year were successfully implemented with the new product hierarchy being the most important one and the one that got the most credit from the business. Beside those planned activities, the team was able to implement a couple of additional, unplanned projects that fit the strategy to maximize utilization of our solutions. Linking the AMD salesforce.com solution to the account hierarchy was the most prominent case. All of that was done despite loss of key resources and budget contrainst and cuts.

Scott was key to those successes. He was able to fully compensate for the loss of the second technical expert on Informatica early in the product hierarchy project that could not be replaced due to budget and more important timeline constraints (identifying and onboarding would have taken too long). Not only did he compensate and fully cover through extra effort. He also proactively identified the lessons learned from the account hierarchy implementation and proposed significant changes to the technical design that reduce the maintenance effort. He also designed the User Interface in a way that greatly supports the Data Steward work and reduces the risk for error by putting a different visual on every hierarchy level. Finally, he was able to identify the route cause of a severe last minute problem in the User Interface that was caused by objects with many relationships. Based on his findings he proposed and implemented a fix that mitigates the problem.

Overall, Scott deserves an Exceed Expectation for 2013.

Employee's self-assessment

Overall Rating
Not Rated Yet

Comments
No comments entered

Abbott Competencies

Anticipate – Employee

■ **Manager's assessment**

Rating
4.6 - Exceptionally Effective (5)

Comments
Scott has a lot of experience and does often anticipate the next challenge and the next requires step, as he did in 2013 around Informatica designs.

■ **Employee's self-assessment**

Rating
5 - Exceptionally Effective (5)

Comments
It is in Scott's nature to want to control a situation by causing something to happen rather than waiting to respond to it after it happens.

His ability to anticipate, foresee and proactively act upon both obstacles and opportunities is evident in these successes:
-
- In March 2013 Scott designed the first Java based user exit on the Informatica MDM platform. This was significant because it served as a model for all future / derivative customization efforts. It was discovered later that in order to enforce relationship cardinality in the Product Hierarchy canvas a Java user exit would be required. Because Scott "Planted the Seed" the Product Hierarchy canvas successfully prevents users from creating mistaken relationships.
-
- Scott implemented an automated process monitor that broadcasts an early warning when a production application becomes unresponsive. This HTTP monitoring process runs once an hour and emails/texts support personal when there is an issue. This can be thought of as the "ounce of prevention" that allows us to catch issues before they can impact business operations.

Proactively identifies work issues/obstacles, communicates them to leaders/peers and creates appropriate contingency plans.

■ **Manager's assessment**

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

■ **Employee's self-assessment**

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Effectively responds to internal or external change.

■ **Manager's assessment**

Rating
4 - Very Effective (4)

Comments
No comments entered

■ **Employee's self-assessment**

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Treats change as an opportunity to learn and develop.

■ **Manager's assessment**

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

■ **Employee's self-assessment**

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Uses experience, data, and/or internal/external customer input to create better work solutions.

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

Gains support for ideas, proposals and/or projects by influencing leaders and peers.

- **Manager's assessment**

  Rating
  4 - Very Effective (4)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

Build - Employee

- **Manager's assessment**

  Rating
  4 - Very Effective (4)

  Comments
  Scott has a very broad technical skill set and is continuously improving it. He uses those very effective to build and sustain the MDM IT solution

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  "IT is not so much about what you know but how fast you can learn."

  Consistent growth and self investment is a clear pattern in Scott's professional engagement. Scott absorbs new technologies at a pace that can only be achieved by someone driven to learn.

  Proficiencies acquired in 2013:
  JBoss, JQuery Mobile, WordPress, Apache PHP, Informatica PowerCenter Express, Saleforce APEX, Java, UX Prototyping, Advanced PL/SQL, Bash shell scripting

Continuously develops talents, skills and abilities.

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

Encourages, supports and actively contributes to the team.

- **Manager's assessment**

  Rating
  4 - Very Effective (4)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

Asks for feedback on strengths and weaknesses and uses the input to improve performance.

■ Manager's assessment

Rating
3 - Effective (3)

Comments
No comments entered

■ Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Willingly shares expertise and experience with others; is considered a subject matter expert.

■ Manager's assessment

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

■ Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Offers culturally-appropriate, frequent and constructive feedback to peers and leaders.

■ Manager's assessment

Rating
3 - Effective (3)

Comments
No comments entered

■ Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Improves efficiencies and/or reduces costs.

■ Manager's assessment

Rating
4 - Very Effective (4)

Comments
No comments entered

■ Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments
No comments entered

Deliver Results - Employee

■ Manager's assessment

Rating
4.8 - Exceptionally Effective (5)

Comments
Scott is very committed and effective developing the MDM solution, metting the expectations and due dates. Hos committment clearly does over and above what can be expected.

■ Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments
Scott's commitment to deliverables is evident in each and every MDM deployment. He is solely responsible for executing each software promotion. This has been completed on the target date each and every time without exception. In the entire history of MDM within ADD we have never had the need to delay or roll-back a deployment. This has resulted in late hours, long weeks and personal sacrifice.

Delivers on expectations and meets commitments; holds self accountable for results.

■ Manager's assessment

Rating
5 - Exceptionally Effective (5)

■ Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments	Comments
No comments entered	No comments entered

↳ **Acknowledges and learns from mistakes.**

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

↳ **Takes thoughtful action, appropriately balancing speed and risk.**

- **Manager's assessment**

  Rating
  4 - Very Effective (4)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

↳ **Persists and applies extra effort to overcome work barriers, issues and obstacles.**

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

↳ **Meets quality and/or compliance standards.**

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

↳ **Works with a sense of urgency to deliver results within deadlines.**

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

Innovate - Employee

- **Manager's assessment**

  Rating
  4.6 - Exceptionally Effective (5)

  Comments
  Scott is at the forefront when it comes to innovation.
  He actively seek industry trends, participates in User
  communities. That allows him to come up with ideas and
  best practices that do benefit Abbott.

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  Scott's ability to apply creative and innovative
  approaches to problems is well documented and
  thoroughly ingrained in his DNA. At times this is a
  contentious because successful innovation thrives a
  in a culture in which calculated risk taking is allowed /
  encouraged.

  Scott's forays into the unexplored have included:
  -

- UX Wireframe Prototyping
- Inspire IT digital communications
- User Centric UX
- Team Crowd Sourcing
- MDM Cookbook intranet
- Java User Exits
- PL/SQL User Exits
- Release Candidate – Change Management
- Informatica PCX
- Saleforce / MDM API Integration feasibility
- MDM Audit Posture

Identifies and implements process/product improvements that benefit the company and customers.

■ Manager's assessment	■ Employee's self-assessment
Rating	Rating
5 - Exceptionally Effective (5)	5 - Exceptionally Effective (5)
Comments	Comments
No comments entered	No comments entered

Tactfully challenges assumptions and traditional ways of doing things.

■ Manager's assessment	■ Employee's self-assessment
Rating	Rating
4 - Very Effective (4)	5 - Exceptionally Effective (5)
Comments	Comments
No comments entered	No comments entered

Thoroughly analyzes problems to identify causes and not just symptoms.

■ Manager's assessment	■ Employee's self-assessment
Rating	Rating
5 - Exceptionally Effective (5)	5 - Exceptionally Effective (5)
Comments	Comments
No comments entered	No comments entered

Implements new, innovative solutions or processes.

■ Manager's assessment	■ Employee's self-assessment
Rating	Rating
5 - Exceptionally Effective (5)	5 - Exceptionally Effective (5)
Comments	Comments
No comments entered	No comments entered

Seeks and combines diverse opinions and views to create better ideas and solutions.

■ Manager's assessment	■ Employee's self-assessment
Rating	Rating
4 - Very Effective (4)	5 - Exceptionally Effective (5)
Comments	Comments
No comments entered	No comments entered

Set Vision & Strategy - Employee

■ Manager's assessment	■ Employee's self-assessment
Rating	Rating
3.3 - Effective (3)	3 - Effective (3)

Comments

Scott effectively adopts to changes and supports the overall department strategy in a productive manner.

Comments

Scott has effectively adapted to change when required. He embraced the new SLC (Software Life Cycle) documentation formats. He has worked together with project managers to provide accurate estimates. This involves setting priorities and understanding complex inter-project dependencies.

Learns new or changing job processes, tasks and/or trends, and applies them to the work as appropriate.

Manager's assessment

Rating
4 - Very Effective (4)

Comments
No comments entered

Employee's self-assessment

Rating
3 - Effective (3)

Comments
No comments entered

Uses an understanding of the larger business context to more effectively complete work.

Manager's assessment

Rating
3 - Effective (3)

Comments
No comments entered

Employee's self-assessment

Rating
3 - Effective (3)

Comments
No comments entered

Creates role-appropriate plans, action steps, and timetables to support the strategy, goals and assignments.

Manager's assessment

Rating
3 - Effective (3)

Comments
No comments entered

Employee's self-assessment

Rating
3 - Effective (3)

Comments
No comments entered

Prioritizes own work to focus on customer and department needs, outcomes and objectives.

Manager's assessment

Rating
3 - Effective (3)

Comments
No comments entered

Employee's self-assessment

Rating
3 - Effective (3)

Comments
No comments entered

Abbott Competencies

Manager's assessment

Rating
4.3 - Very Effective (4)

Comments
Scott has very strong technical skills and competencies that he uses very effective to achieve results and create value.

Employee's self-assessment

Rating
4.6 - Exceptionally Effective (5)

Comments
No comments entered

Goals

MDM/BI #1 (Completed)

Deliver a common product hierarchy for the Commercial Value Creation tool suite as follows:
a. User Requirement Specification approved by 2/28/13.
b. Hierarchy structures built in Informatica/Siperian by 5/31/13
c. Data loaded into Data Sync and consumed by wave 1 applications (aforce, Global Sales, and IDEA) by 8/31/13
d. Data consumed by wave 2 applications (EPIC, VPT, CLM) by 9/30/13

▪ Manager's assessment

Rating
100 - 100% (100)

Comments
The product hierarchy project was a great success and every member of the MDM and Data Sync team performed excellent it his/her distinct and critical role. The project did meet its expected due dates as set by the IT management and the business Users. In particular, the project did meet the expectation to be in production by 31-Aug.
In the project Scott was the technical resource that made MDM happen. This statement does not only include the actual typing and doing. Much more important it includes investigation and best practice research, options development, impact analysis, proactive proposals and problem solving activity - in summary taking full ownership and responsibility on the technical solution. Scott build on and expanded his technical network and was able fully compensate the loss of the second technical expert.

▪ Employee's self-assessment

Rating
100 - 100% (100)

Comments
The common Product Hierarchy was delivered and made operational as per the goal time-line.

Financial (In Progress)
a. Achieve 2013 ADD IT plan spending for Global Information Management of $12.84mm.
b. Achieve $250K in operating expense reductions by year-end
c. Forecast accuracy of Division IT expense for Q1/Q2 - 10% of Plan, Q3/Q4 - 5% June LBE

▪ Manager's assessment

Rating
75 - 75% (75)

Comments
Mostly Achieved.
a). Achieved. GIM was $427M favorable vs. Plan.
b). Achieved. $292M of operating expense was reduced via two headcount reductions ($268M) and an early shutdown of Autosys jobs ($24M).
c). Not Achieved.

▪ Employee's self-assessment

Rating
100 - 100% (100)

Comments
Completed as per management feedback.

Inspire a new IT (In Progress)
Shadow an Siperian Data Steward while maintaining the application and spend one day field travelling with an aforce User. Present findings around Data Sync benefits and needs in a Data Sync team meeting and propose at least one improvement around Data Sync to the team by 12/31/13

▪ Manager's assessment

Rating
100 - 100% (100)

Comments
Scott assisted in a Data Steward training and immediately applied what he learned in that training.

▪ Employee's self-assessment

Rating
100 - 100% (100)

Comments
Scott met and exceeded the spirit of this goal by initiating and participating the Data Steward training (Canada).

Scott assisted Chuy in training the new Canadian Data Stewards. It was very insightful experience. Some of the lessons learned are currently being integrated into Customer Hierarchy version 4.3. That is a very tangible result of shadowing the Data Stewards and proof that a valuable understanding was gained. This goal was achieved despite a company wide ban on travel. Scott's

observations / recommendations can be summed up in the follow-up email message:

Chuy did a good job explaining the intricacies of both Informatica MDM and aForce.

I was surprised by how much effort goes into training especially considering how often Data Steward responsibility is transferred from one person to another. Perhaps a self-service video would be a good tool to introduce the material. It could also be used as a easily accessible refresher. An example is Here (link).

Another suggestion to integrate the training into the workflow process would be to embed the PowerPoint deck into the online help. It would be ever-present and you would only have one place to update it. You could answer all requests for "The latest changes" with "Login and click Help".

I thought that the infographics (business process diagrams) in the training deck helped to visualize the Siperian / aForce points of integration. When we talked to the Canadian data stewards there seemed to be some confusion about who does what in aForce. It might make sense that aForce training be a pre-requisite to Siperian training or that the aForce Country Administrator be on the call if possible.

I think that a simple inquiry screen that shows which data stewards have how many open/closed task by country would be a good idea. It would help you understand who is struggling before they fall behind. Also which tasks have been performed but not closed. An example is Here (link).

Thanks,
Scott

Scott met and exceeded the spirit of this goal by initiating and participating in aForce training. Scott's observations / recommendations can be summed up in the follow-up email message:

Thanks for the aForce intro. We can all benefit from this type of sharing. This subject is of particular interest to me now as I am scheduled to take the Winter '14 SFDC certification exam.

My take away from this is a better understanding of how aForce deviates from the standard Sales Cloud. I would have liked to go into the Roles, Profiles and Sharing rules in depth, but we had little time.

You mentioned that you would be deep-linking (parameterized) some Cognos reports. I wanted to point out that Siperian has some pretty robust deep-link support; you can link directly to the hierarchy canvas, tasks and even custom queries.

Thanks again and good luck with your PH deployment,
Scott C. Krause

MDM/BI #2 (In Progress)
Complete Global Product File Design by 12/30/13 to facilitate production implementation and data consumed by key targeted applications by Q2 2014.

Manager's assessment

Rating
100 - 100% (100)

Comments
The global product file design was completed by end of December as per the goal set.

Employee's self-assessment

Rating
100 - 100% (100)

Comments
This goal was accomplished on schedule as per the goal.

MDM/BI #3 (In Progress)

Drive value through 2013 MDM customer related projects as follows:
a. Implementation of ADD prospect customers and ADD versus non ADD by 4/30/13
b. The seven planned 2013 projects around customer will be evaluated and prioritized by 6/30/13. Implement applicable projects by 12/31/13 as per resulting project plan.

Manager's assessment

Rating
100 - 100% (100)

Comments
a) Both projects were in production by end of April. Prospect customers were done in a scalable way that enabled to add AMD to the solution at no extra design/ development effort with regards to prospects.
b) Management merged the different planned projects into two major initiatives, "Customer Hierarchy New Information" and "Customer Master Account Maintenance". Both initiatives are in flight and did meet all 2013 goals.

Employee's self-assessment

Rating
100 - 100% (100)

Comments
The ADD vs. Non-ADD, AMD Aspen and the introduction of Prospects was completed ahead of schedule as per the goal definition. Scott's most significant development contributions include user interface design, modification to the Task work-flow and refactoring the PL/SQL user exit.

Goals

Manager's assessment

Rating
95 - 95% (95)

Comments
2013 goals were achieved despite resource contraints, shifting priorities and additional unplanned projects that the team had to take on board. Scott was a key player to that oberall success as the key technical resource on the MDM efforts.

Employee's self-assessment

Rating
100 - 100% (100)

Comments
No comments entered

Functional Competencies

Functional Competencies

Manager's assessment

Rating
5 - Exceptionally Effective (5)

Comments
Amongst other technical expertise, Scott is the technical expert on Informatica/MDM and keeps his know how up to date as the supplier develops the product.

Employee's self-assessment

Rating
5 - Exceptionally Effective (5)

Comments
Technology Expertise: Masters Complexity
Scott has absorbed the complexity of the ADD business intelligence apparatus (Autosys, JBoss, Java, PowerCenter, MDM, IDD, PL/SQL, MKS Integrity) and he understands that this is an on-going process. He believes that complexity can be a liability and is continually seeking to explain, simplify and document. He prides himself on his ability to make complex topics seem approachable.

Technology Expertise: Builds Skills continuously
- Throughout the year, Scott has embraced new skills and technologies, including Autosys, XML, Informatica ETL, Informatica MDM Hub, Informatica Data Director, PL/

SQL, Informatica PowerCenter Express and Web Service Architecture.
-
- Scott has taken the forward looking initiative to master the official Salesforce certification curriculum. Cloud applications and particularly Salesforce are among the fastest growing technologies within ADD, within Abbott and within the pharma industry. By embracing Saleforce Scott has proven again that he is an effective early adopter and can align his skill growth with the needs of ADD.

Technology Expertise: Knows IT Industry Trends and Best Practices
Scott's participation and contribution to MyInformatica.com has clearly been beneficial to his current projects. It is considered essential for developers to maintain a link to the community for the purpose of soliciting feedback and gathering know how in the form of white papers and vendor perspectives.

Process & Quality Expertise: Embraces Quality
Scott advocates quality. He has a healthy respect for what quality culture means within ADD.

He understands and values accountability, governance and information integrity. Scott has created quality documentation in the form of test protocols, code reviews and other SLC milestone documents.

Process & Quality Expertise: Effectively Conveys Technical Information
- Scott can communicate complex, abstract and intangible technical concepts via electronic media. His correspondences are articulate, persuasive and encourage dialog. He can package a message for consumption by executives for decision support or for a technical audience.
-
- Scott has an understanding of when it is most appropriate to use IM, email, phone or visit in person. When he does send email it will be in-depth and informative correspondence. The message will likely contain screen-shots, links, attachments and solicit feedback.
-
- Scott regularly maintains a dialog with the Data Steward community via the data steward inbox, broadcasting system status and setting expectations for uptime.

Business Professional: Advises and Collaborates with Customers. Detailed requirements by grade level defined in the Abbott IT Functional competencies, available in the IT Portal database.
Scott's collaboration was integral to the successful fruition of the divisional Master Data Management project. He regularly contributed his expertise on data extraction, data profiling, data transformation, data quality, user interface, change management, code promotion, release management and version control.

Know the Business: Envisions the future by using global marketplace, technology and business knowledge
Scott has been an advocate of SOA technical alignment for years (think IDD, Tibco and Salesforce). His interests have caused him to stay current it's the commercial implications (return on investment / cost of ownership).

His interests have caused him to maintain an aggressive leaning schedule and an increasingly in-demand skill set. Scott is not just considering the immediate needs of the department or even the division but is trending the demands of the life sciences and medical devices industries.

Functional Competencies

- **Manager's assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered

- **Employee's self-assessment**

  Rating
  5 - Exceptionally Effective (5)

  Comments
  No comments entered