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| **Capgemini_RGB-klein** | **Assignment Evaluation Form** |

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| **Individual** | | **Assignment** | | | |
| Name : | Nicolas de Wergifosse | Assignment Name : | SCT SEPA Payments | | |
| Profession : | Young Professional | Type of Review : | Periodic | | |
| Level : | 2B | Start Date of Assignment : | 15/02/16 | End Date : | NA |
| People Unit: | FS | Client : | BNPPF | | |
| Practice : |  | Manager[[1]](#footnote-1) : |  | | |
| Evaluation Date : | 10/2017 | Role Manager : |  | | |

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| **SECTION 1: INDIVIDUAL EXPECTATIONS** | | | | | |
| *To be completed by the counsellee before the start of the assignment. This section must detail:*   * *Start date in the level of the individual* * *Mid term career objectives of the individual, including development needs identified from performance plan, last assignment,…* * *Added value of the assignment to these career objectives* | | | | | |
| Develop Test Preparation skills  Continue to increase my knowledge in Payments  Have more responsibilities within the SCT testing team.  In 1-2 years: I would like to have evolved beyond testing into another profession as Analyst.  I do not want to be pinned down and limit myself on 1 possible career track. | | | | | |
| **SECTION 2: ASSIGNMENT EXPECTATIONS** | | | | | |
| *To be jointly completed by the manager1 and the individual at the start of the assignment. Expectations should be driven by (the key elements of) the tasks within the assignment.*  *The expectations should focus around specific deliverables, bearing in mind how they relate to the five competency areas (People Orientation, Knowledge & Experience, Delivery, External Orientation and Basic Company Attitudes).* | | | | | |
| |  |  | | --- | --- | | Competency Area | Objectives | | People Orientation | Being ready for giving support to colleagues within SCT & CIB teams  Being a team player and share the knowledge with colleagues | | Knowledge  &  Experience | Gain more functional knowledge about SCT product.  Having different testing certifications, it’s expected that Nicolas apply it in his preparation and execution.  Start first investigations in order to gain skills in analysis | | Delivery | Execute the planning correctly and reports on follow up in time.  Escalation towards managers when necessary  Fulfilling contract hours. | | External Orientation | Building professional relationships with peers at BNNPF | | Basic Company Attitudes | Applying Capgemini values.  Timesheet on time | | | | | | |
| Difficulty degree | 1 | **2** | **3** | 4 | 5 |
| (relative to the individual’s level) | Very Difficult | **Difficult** | **Average** | Easy | Very Easy |
| Comments:  Remarks by Xavier Detrez (test manager) and Bert :  The difficulty degree was significantly better (as in "less extreme conditions") compared to 2016. But of course, there still is the international context, in which Nicolas now also played a role (with frequent contact with French entity of BNP), with significant pressure to deliver towards this entity, with sometimes political aspects. So not to be underestimated. 🡪 Between 2 and 3. | | | | | |

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| **SECTION 3: INDIVIDUAL’S SELF ASSESSMENT OF PERFORMANCE ON ASSIGNMENT** | | | | | | | | | |
| *Use this space to document:*   * *Key achievements, citing specific examples* * *Fulfilment of expectations regarding to performance plan and professional ambitions in general* | | | | | | | | | |
| |  |  | | --- | --- | | Competency Area | Objectives | | People Orientation | Proactivity in the process of finding a senior professional as support for career questions:   * Bert – Doriane : adviced me a lot * Xavier Detrez (Test Manager): delegates me interesting tasks (back-up and coordination when needed)     Working effectively together with other teams in order to achieve excellent service to the customer:   * I do not hesitate to contact and ask question to the key person. * This last year I gave support to CIB teams in Paris :   Follow up the E2E testing from our side, troubleshoot with any problems they have (investigations and root cause analysis).  *How do you see yourself in the team as a team member? What are your strengths in the team and what could you improve? How are you perceived by the others in the team?*   * *After almost 2 years within the testing team I am now considered as Senior Tester.*   *In addition to the trust of the management I think I got the trust of the different team members (FA,TA and Testers who don’t hesitate to ask me clarifications too.*  *How? Why? Worked hard when needed and because I prepared key topics allowing me to get more functional knowledge.*   * *Being perceived as a good communicator and result-driven consultant.*   *Transparent in my way of working, proactive in escalating impediments/defects and trying to tackle it asap by contacting key persons.* | | Knowledge  &  Experience | Knowledge you acquired and how you use it :   * Gained a lot of functional and technical knowledge this last year allowing me to provide good quality in my deliveries (preparation, investigation, support). * Applied ISTQB and TMap principles mainly in my test preparation.   Discovering an additional minor skill domain next to a progressive major domain:   * Feeling more and more comfortable, I hope to have the opportunity to apply and increase even more this knowledge by switching to an Analyst role in the coming months/year. | | Delivery | PLANNING & ORGANISATION:   * Define and meet timelines for test preparation and execution in general by timeboxing my time and following sprint planning’s output. * Worked extra hours when necessary to meet client expectations   PROJECT REALISATION:   * Test Preparation for 2 major topics of the release (Virtual Account CIB and Cross-Currency). * Support CIB testing team for both June and November Releases. * Providing support and sharing knowledge within the testing team * Back-up Test Manager (had to manage sprint review/planning for testing team and had to prepare Test Reports).   CLIENT CONTACT:   * Trust of the client, direct participation within the daily organization of the team with Scrum Master and Test Manager | | External Orientation | Building professional relationships with peers at client :   * Good relation with the management (internal & external) * Increase also my network with CIB clients in Paris | | Basic Company Attitudes | *Where did you see the opportunity to contribute to the growth of the business of Capgemini related to your assignment?*   * *Had meetings with sales team regarding future test automation project.*   *I applied Capgemini values:*   * *Honnesty and trust : reporting and escalating the correct information to the management* * *Team spirit & fun : collaboration & fun with colleagues even if the situation on the project is not the best* * *Freedom : learn as fast as I can to become autonomous* * *Boldness & Modesty: I will never refuse a task and do not hesitate to ask questions if I think I can learn from it.* | | | | | | | | | | |
| **SECTION 4: MANAGER’S ASSESSMENT OF PERFORMANCE ON ASSIGNMENT** | | | | | | | | | |
| *To be completed by the manager1. The assessment should focus on:*   * *What was achieved (key deliverables)* * *How it was achieved (Competencies demonstrated, bearing in mind the five competency areas: People Orientation, Knowledge & Experience, Delivery, External Orientation and Basic Company Attitudes)* | | | | | | | | | |
|  | Competency Area | | Performance | | | | | |  | |
|  | People Orientation | | * There was a good dynamic between test manager (Xavier), delivery manager (Lionel) and Nicolas. Good communication and everyone knows what to do. Nicolas also escalates as it should. * Nicolas experimented with a more coordinating role, in absence of Xavier. And did that well. * He can deal with the political context which often is relevant when dealing with CIB. He takes that into account. * The fact that he never stresses also works very well in the team. He is " l'homme de l'hombre " | | | | | |  | |
|  | Knowledge  &  Experience | | * He learnt a lot in Excel & Access, to work on automation efforts. This didn't go very smoothly in the beginning, but now it goes already a lot better. | | | | | |  | |
|  | Delivery | | * He rarely stresses. And when he does it's a good indication that there indeed significant issues (so that's good). But for example when being pput under pressure by CIB or by Fortis management, he rarely shows stress. * Large sense of responsibility. “If you ask something he does it. And not only does he do it, always, but also on time and on deadline. And since he doesn't necessarily overcompensate by doing a lot of overtime (he does overtime when needed), it must mean he has good discipline and good working methods.” * Nicolas is curious and he learns fairly quickly. * When Nicolas was back-up for some coordination tasks, he performed well. * "Good evolution. From Feb to oct 16 : reliable (& learning) executing ""soldier"". Since October : growth towards more independence. Giving a task and taking ownership. Since March : test prep. Cross currency and Virtual account. A couple of big subjects for test prep. Also challenging the functional analysists. 🡪 So good growth." | | | | | |  | |
|  | External Orientation | | * Good written communication towards CIB. | | | | | |  | |
|  | Basic Company Attitudes | | * Team spirit : He's a central contact person in the team, for all kinds of small questions, and he helps. He’s also positive. And reliable. * The fact that Nicolas is so deadline driven means that the client has a large trust in his capability to deliver. | | | | | |  | |
| **SECTION 5: OVERALL PERFORMANCE RATING** | | | | | | | | | |
|  | | **1** | | 2 | 3 | 4 | 5 |  | |
|  | | **Exceptional** | | High Performance | On Target | Minimum Acceptable | Performance Issue |  | |
| For the score, Xavier Detrez (Test Manager) would like to go to for “Exceptional”. Nicolas can be considered as one of the most if not the favourite Capgemini consultant he has ever had in his team, especially when considered in his role and with his age. | | | | | | | | | |

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| **SECTION 6: DEVELOPMENT AREAS** | | | | | | | | | | |
| *To be jointly completed by the manager1 and the individual. This section contains the competencies to be developed, which if addressed, would produce an increase in performance by the individual* | | | | | | | | | | |
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|  | Competency Area | Personal Development Areas | | | | | | | |  | |
|  | People Orientation | You could further improve oral communication, for example to give a clear summary. Xavier explained that when you gives a status update, it's not always clear whether everything is ok or not, and what precisely the issue is. So you could exercise to explain something complex in a simple way; Xavier said that it was for example a great idea to give training at Capgemini to develop this skill further. | | | | | | | |  | |
|  | Knowledge  &  Experience |  | | | | | | | |  | |
|  | Delivery | Just some advice : There were and are multiple opportunities around you (analyst at SCT, analyst at SDD, more SCT test coordination), you’ve chosen the right moment to look around, good luck with the new challenges ahead. Also think strategically on what’s in your best interest (it might for example not be in your best interested to get recalled to SCT testing), so give attention to your own development and not only to what the client requests. | | | | | | | |  | |
|  | External Orientation |  | | | | | | | |  | |
|  | Basic Company Attitudes |  | | | | | | | |  | |
| Individual’s Signature : | | | |  | | Date : |  | |  | |
| Manager1’s Signature : | | | |  | | Date : |  | |  | |
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P.S. Preferably, this form should be filled in electronically.

1. Manager = the one person **from CAPGEMINI** the individual isreporting to and/or who is responsible for the individual at the assignment. This can be a senior colleague at the assignment, the teamleader, projectmanager,.. If these are not from Capgemini, it should be the account director, sales executive or service line manager depending who is the closest at the assignment. [↑](#footnote-ref-1)