



Performance Year 2022 Goal Setting Form - Consulting (Asso. Analyst to Sen. Consultant)

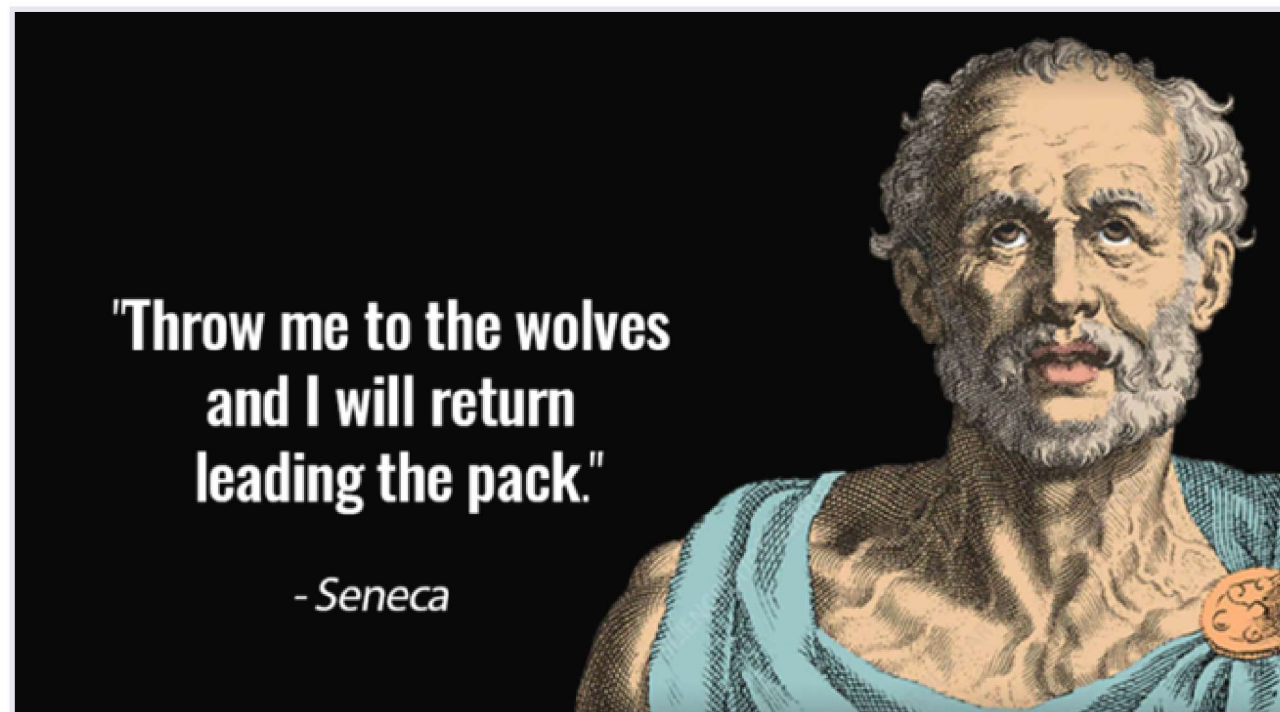
This form is created for you to populate your respective goals for the performance year 2022. It is recommended to connect with your coach to understand and align on your goals before filling this form. You can submit this form only once and can add upto 4000 characters in your response. Kindly read through the instructions mentioned below.

BRIEF ABOUT GOALS

Instruction: Submit the form and share a pdf copy with respective Coach.

Bare Minimums	Metrics		De
<p>Non-negotiables and need to be adhered to as they stand</p> <ul style="list-style-type: none"> ✓ Timesheet ✓ Utilization ✓ Resume Compliance ✓ RRO, QRM & GIMS Compliance ✓ RPMs 	<p>Standard Goals - key expectations from the role (must have) at a particular level. These are general guidelines which are recommended to be followed to create your specific goal plan based on the current level, engagements/projects and your career aspirations in alignment with the coach</p>	<p>Stretch Goals - above & beyond Standard goals and it is recommended (not mandatory) to be chosen to drive holistic performance and the development of an individual. Choose and finalize one or more stretch goals in conversation with coaches, such as</p> <ul style="list-style-type: none"> • Going the Extra Mile <ul style="list-style-type: none"> ✓ New solutions/ concepts ✓ Contribution to Sales/ Support Clients/ Firm ✓ Out of the box thinking ✓ Cross functional 	<p>These are goals at the standard goals, individual trajectory progress the Org. E.g.:</p> <ul style="list-style-type: none"> • Certi • Skill

Note: Standard goals are must have, but the Stretch goals are recommended (not mandatory)



1

Enter your employee ID *

45725

2

Select your L2 service line *

DCM - Advertising, Marketing & Commerce



3

Enter your coach name *

ABHINAV KRISHNA

4

Coach Designation *

Associate Director



5

Enter your coach email-ID *

abkrishna@deloitte.com

6

Select your designation *

Consultant



Consultant Goal Metrics

Kindly use below framework as a guiding principle for setting your goals. Each metric should be personalized to represent expectations from your role for FY22.

	Category	Detailed Parameters	Proposed Metrics
STANDARD	Project Delivery	Delivery	<ul style="list-style-type: none"> Ability to manage own work against the project plan to ensure a superior client experience Minimal rework or iterations on the project deliverables Creation of quality deliverables with limited supervision from the Project Manager Maintain expected level of Communication & Presentation skills based on project requirements Demonstrating right behaviours & values Develop project/ service line specific skills/ technology through trainings relevant to service line
		Project Timeline	<ul style="list-style-type: none"> No overdue project tasks or missed milestones
		Client Management	<ul style="list-style-type: none"> Ability to effectively communicate technical issues related to the individual's role to operational staff at the client
	Creating an Impact	Proposals and Research	<ul style="list-style-type: none"> Assist Managers & Associate Directors in development of at least 2 proposals
		Managing Client interactions	<ul style="list-style-type: none"> As per requirement, present the solution/deliverables with the client for work independently
STRETCH	Going the Extra Mile	New solutions/ concepts	<ul style="list-style-type: none"> Assist in development of concept notes for industry landscape/ new solutions Volunteer for practice initiatives at least 1-2 of them
		Contribution to Sales/Support Clients/Firm	<ul style="list-style-type: none"> Proactively develop & maintain relationships at middle management in existing client network for Business Development, referrals etc. in the future Contribute in Communities of Practices and/or forum discussions & other knowledge initiatives Contribute or volunteer in firm level initiatives apart from business development
		Out of the box thinking	<ul style="list-style-type: none"> Ability to innovate/ define new ways of doing things - any new thinking, present solution to old problem, creative/ fresh insights etc.
		Mentoring	<ul style="list-style-type: none"> Provide guidance to Analysts, helping develop skills and navigate the project

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Standard Goal - Project Delivery - Delivery *

- Focus on writing scalable code
 - o Adding updates to code becomes easy
 - o No/less refactoring
- Maintain communication with teammates
 - o Standups and sprint planning
- Deliver presentations
 - o Demo opportunities
- Handling code development independently
 - o No/less dependency on teammates
- Learn skills relevant to project
 - o React advanced features, Type checkers like TypeScript
- Confident about TDD
 - o Learning and handling test cases on own
- Helping teammates for their queries
 - o Number of times they approach me
- Expand project management knowledge
 - o By providing practice suggestions
- Propose solutions for improving team productivity
 - o Active participant for retrospection.

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Standard Goal - Project delivery - Project timeline *

- Improve on estimates
 - o Understanding the requirements and scope of the user stories
- Effectively planning tasks for daily and, weekly and fortnightly (14 days sprint)
 - o Creating a daily plan every week
- Stick to deadlines
 - o Meeting sprint goals.

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Standard Goal - Project delivery - Client Management *

- Improve on explaining technical concepts/glitches in a non-technical way to the client
 - o Clients understanding my points easily
- Asking right questions to meet their expectations/receive clarity
 - o No/less back and forth in terms of client conversations.

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Standard Goal - Creating an Impact - Proposals & Research *

- Learn how a proposal is developed
- Understand business strategy
- Reach out to leaders for right opportunities.

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Standard Goal - Creating an Impact - Managing client interactions *

- Deliver presentations for work done
- Propose solutions
- Resolve their doubts
- Gather their requirements.

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Stretch Goal- "Going the Extra Mile"- New solutions/concepts *

- Assist in development of concept notes for industry landscape/ new solutions etc.
- Volunteer for practice initiatives
- Volunteer for CSR activities

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Stretch Goal- "Going the Extra Mile"- Contribution to sales/support clients/firm

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- Proactively develop & maintain relationships at middle management in existing clients
- Contribute in Communities of Practices and/or forum discussions & other knowledge building initiatives
- Contribute or volunteer in firm level initiatives apart from business development activities.

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Stretch Goal- "Going the Extra Mile"- Out of the box thinking *

- Ability to innovate/ define new ways of doing things any new thinking, presentation, new solution to old problem, creative/ fresh insights etc.

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Stretch Goal- "Going the Extra Mile"- Mentoring *

- Assist analysts and fellow consultants to learn and develop new technical skills
- Provide guidance and help to Analysts in creating POCs for their learning

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Share your developmental goals *

- Testing Frameworks – JEST and React testing library (AUGUST '21)
- Package managers – NPM / YARN (SEPTEMBER '21)
- CI/CD – concepts and tools like Jenkins and GitHub actions (SEPTEMBER '21)
- CSS frameworks – Tailwind CSS and ReactStrap (OCTOBER '21)
- CSS architecture – BEM (OCTOBER '21)
- Task runners – Gulp (NOVEMBER '21)
- Module bundlers – Webpack (NOVEMBER '21)
- DSA using JavaScript (DECEMBER '21 - JANUARY '22)
- AWS cloud practitioner / Azure fundamentals (FEBRUARY '22 - MARCH '22)
- SSR and SSG – Advanced concepts of frameworks and library like React, Angular and Next.js (MARCH '22 - APRIL '22)
- Python – Revision and learn at least 1 framework (MAY '22 - JUNE '22)

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How was your experience of the overall goal setting process? *

0	1	2	3	4	5	6	7	8	9	10
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Extremely Difficult

Extremely Easy

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