

**Question**

What professional and/or leadership skills were demonstrated? Be sure to consider [Sutter Health Values](#) and what was done to make the team better.

Manager**Answer**

John is correct -> he has worn many hats this year that are not expected of someone in his role - and he did so without being asked or complaining. He is a role model for professionalism on this front and provides mentorship that strengthens our team. He demonstrates leadership by striking out on his own to improve how the entire team works, documents, and designs analytic products. He shows the team his ideas by fully building them out in an impressively innovative fashion.

Employee**Answer**

The Sutter Health Integrated Diabetes Education Network and the Surgical Logs Details projects are excellent examples of my efforts where I assume PM responsibilities, as they did not have dedicated PMs. I orchestrated meetings, agendas, deliverables, and deadlines in addition to performing all of the design and technical work. Additionally, I participated in the Technology + Data Workstreams as a representative of our group. Furthermore, I took on a mentorship role with a group peer (Theresa Bullard) and dedicated over 20 hours of Tableau training in preparation for her first independent Dashboard assignment. Assumption of these responsibilities align with our technology driven, trusted expertise, collaboration, velocity, and innovation values.

Question

What steps were taken to develop professional skills this year? What are your career aspirations and career goals?

Manager**Answer**

John somehow finds time to constantly add new skills to his toolbox. It's quite a surprising thing to witness when one considers the volume and complexity of the projects and analytics he tackles every day. I honestly don't know how he does it. He is one of the most intelligent people I have ever met.

Employee**Answer**

Leadership skills via experience by leading projects without PMs and participating in Technology + Data Workstreams on behalf of our group, and technical skills via certification testing (Epic University) and via continued education by online learning portals (LinkedIn Learning, Databricks Customer Academy) and books (Tableau for Healthcare by Daniel Benevento and T-SQL Querying by Itzik Ben-Gan).

My goal is to be a full stack tech lead, proficient in managing and performing projects throughout our entire tech stack. Additionally, I would like to continue involvement in any opportunities to grow and set strategy for our tech stack (such as the Technology + Data Workstreams).