

Question

In the spirit of a growth mindset, how have you demonstrated growth and/or impact this year anchored to the four core competencies: Deliver Exceptionally, Grow Expertise, Grow Slalom, & Lead?

Employee**Answer**

As I reflect on the Year end, I am thrilled to see the growth and impact I have brought to Slalom, both within the projects I've led and the team dynamics I've fostered. I had the privilege of taking on challenging projects, including leading the Technical Architecture streams

Projects:

Rennie - Discovery Project

Rennie -Salesforce Avesdo integration

Internal- Real-estate Application

Rockwell Automation Discovery Project

Quote to Cash Reimagine Discovery and Architecture blue print

FraserHealth PRM Discovery Project

Deliver Exceptionally:

My commitment to delivering exceptional work has been recognized through various project achievements. For instance, during the Rockwell Automation project, my contribution to defining the project's architecture and data model paved the way for a successful completion of the discovery phase. Additionally, my efforts in leading the Salesforce Avesdo integration team were acknowledged by both the client and internal team, showcasing the high quality of work delivered.

Throughout the past year, my work primarily revolved around one key delivery/development project, while the rest of my engagements were discovery projects. This unique mix of project types provided me with a valuable and diverse set of experiences.

In my role within the discovery projects, I had the opportunity to participate in discovery calls where I actively listened to our clients, gaining deep insights into their pain points and technology gaps. These insights were pivotal in understanding the specific needs and challenges that our clients faced. As a result, I could tailor our solutions and recommendations to align with their business objectives and address their pain points effectively.

A noteworthy aspect of my role in these projects was that most of the stakeholders were non-technical individuals. To bridge the gap between the technical aspects of the solutions I was designing and the stakeholders' understanding, I adopted a communicative approach. I made it a point to provide technical explanations and recommendations with relevant examples drawn from our client's specific needs and challenges. By doing so, I ensured that the solutions proposed were not only technically sound but also easy for non-technical stakeholders to grasp.

This approach contributed to a higher degree of collaboration and alignment between technical teams and non-technical stakeholders, fostering a more effective decision-making process and ensuring that the architecture and solutions presented met the client's objectives. It also demonstrated my ability to communicate complex technical concepts in a manner that resonated with our clients' needs and goals, ultimately enhancing the success of our projects.

The feedback from Morgan, the project manager on the client side, further reinforces my ability to deliver impactful results, as the demo I orchestrated was not only well put together but also instilled confidence in the programs. Likewise, the positive feedback from Lucky, the Client Partner, on the impact of the demo during the Fraser Health CRM/PRM Discovery project signifies the exceptional delivery of valuable insights and solutions.

Grow Expertise:

My dedication to personal and professional growth has been evident throughout the year. I have consistently taken on challenging projects, such as the MSI Quote to Cash (C2Q) project, which required a deep understanding of the technical intricacies and a continuous learning process. Embracing new technologies, like B2B Lightning, and effectively applying them to ongoing projects underscore my commitment to advancing my expertise and ensuring the highest quality of technical implementation. I made significant strides in my professional development by becoming an expert in Tailwind CSS. This proficiency has allowed me to create more efficient and visually appealing user interfaces, enhancing the overall user experience for our clients.

Furthermore, by expanding my skill set to include healthcare capabilities, I have gained a comprehensive understanding of the distinctive challenges and specific requirements prevalent in the healthcare sector. This enriched knowledge has empowered me to provide more customized and impactful solutions to our healthcare clients, establishing our firm as a reliable and proficient partner in addressing their intricate technological demands.

Additionally, my initiative to facilitate skill expansion among my team members in Omini Studio and Amazon Connect for Service Cloud has reinforced our collective ability to deliver comprehensive and integrated customer service solutions. By empowering my team with these vital skills, we have been able to enhance our service delivery, improve customer satisfaction, and streamline operational processes, ultimately contributing to the overall success of our projects and client engagements.

Grow Slalom:

I have actively contributed to the growth and progress of Slalom through various initiatives. Additionally, my involvement in fostering a collaborative work atmosphere through the internal real estate management project demonstrates my commitment to nurturing and developing the skills of team members, ultimately contributing to a more skilled and empowered workforce at Slalom.

To fostering strong team relationships and a positive work environment has been evident in the implementation of regular bi-weekly check-ins with my direct reports, creating an open and supportive space for discussion and personal development. Furthermore, initiatives such as the Thanksgiving dinner at hosting at my place to have further cemented the team's connection and fostered a robust team culture.

In my ongoing commitment to contribute to Slalom's growth and success, I have actively engaged with the Vancouver Salesforce developer community. By establishing connections with this group, I initiated the idea of hosting a monthly meetup at the Slalom office.

Nate Tucker's feedback on my leadership during the presentation to the client underscores my focus on attention to detail and deep knowledge, which have not only contributed to the success of the specific pursuit but also to the overall growth and reputation of Slalom.

Lead:

My leadership abilities have been instrumental in driving project success and cultivating a supportive work environment. Taking the lead in various technical architecture streams, such as the Rockwell Automation and MSI Quote to Cash project, Fraser Health, and Rennie Avesodo Integration highlights my ability to guide teams toward successful project deliveries and to provide valuable insights to clients. Furthermore, my proactive approach in fostering strong relationships with team members, has created an environment of trust and support, enabling team members to excel in their roles and contribute to overall project success.

Leading the MSI Quote to Cash (C2Q) cash discovery project to secure new sales worth over 4 million has been a significant achievement, demonstrating my strategic leadership and ability to deliver impactful results. Additionally, spearheading the Fraser Health CRM/PRM Discovery project from architecture to showcasing capabilities has garnered exceptional feedback, indicating the success of my approach and the value of the proposed solutions.

In times of challenges, such as the difficult conversations with Rennie and providing emotional support to the team during tough periods, I have demonstrated my ability to navigate complex situations and be a dependable pillar for my colleagues.

As I look back on the year, I am proud of the strides made, the impact created, and the recognition received. Moving forward, I am eager to continue my journey of personal and professional growth, taking on new challenges, and making meaningful contributions to Slalom's continued success. My commitment to excellence remains unwavering, and I am excited to embrace the opportunities that the upcoming year will bring.

Question

In the spirit of a growth mindset, how can you continue to elevate your performance anchored to the four core competencies: Deliver Exceptionally, Grow Expertise, Grow Slalom, & Lead?

Employee**Answer**

Reflecting on my year at Slalom, I'm motivated to continue elevating my performance and contributing to our success in alignment with our core competencies:

Deliver Exceptionally: I'm committed to enhancing our project delivery by improving communication with clients and team members, setting clear expectations, and proactively addressing potential challenges. Streamlining processes and optimizing workflows will be a key focus to ensure efficient and timely project delivery.

Grow Expertise: I plan to expand my expertise within my specialization by seeking relevant training and certifications and staying updated on industry trends. Collaborating with colleagues to share knowledge and experiences will enhance the collective expertise of our team.

- Explore and gain additional knowledge generative AI and apply AI capabilities on projects.
- Explore ways to enhance efficiency in delivery by building standard and re-usable assets.
- Gain more experience in various capabilities, both within Salesforce (SF) and off-platform.

Grow Slalom: Contributing to Slalom's growth, I'll identify new business opportunities, nurture client relationships, and find ways to add value to our services. Fostering a positive team culture that encourages creativity and innovation is a priority, as is supporting my colleagues' development.

- Explore and implement ideas and new way to win project work to keep the team busy.
- Find areas to Partner with Sales team to provide more demo to client to uplift customer the awareness
- Take initiatives to bring back the fallen Slalom culture connect with each other and build trust.

Lead: Developing leadership skills is crucial, and I'll mentor and coach team members, delegate

effectively, and provide constructive feedback to aid their growth. Leading by example and embodying Slalom's values and behaviors will be integral to our success. Through dedication, collaboration, and personal and professional development, I'm confident in my ability to contribute significantly to our collective goals.

- Expand and grow high efficiency team.
- Foster opportunities for cross-training and provide bring team members leadership skill.

Question

Anything else?

Employee

Answer

No