

**Question**

For the preceding year, how did you demonstrate growth and impact in Deliver Exceptionally?

Employee

**Answer**

The second half of the year I was mainly focused on the Altalssian project Delivery. I helped the project team with both Technical designs and helped with some of the implementations by providing starter code. I also help to drive the conversation with the business by guiding them with business decisions and technical challenges. Moreover, I manage to win the trust and respect of both the internal and the client teams. I worked with a very small project team and am happy that I was able to share some of my technical knowledge to upskill the team.

**Question**

For the preceding year, how did you demonstrate growth and impact in Grow Expertise?

Employee

**Answer**

I want to like to keep involved myself if complex and challenging projects.

**Question**

For the preceding year, how did you demonstrate growth and impact in Grow Slalom?

Employee

**Answer**

Below are some of my growth and impact achievements and contributions

- Salesforce Business Analyst Certification
- Worketo Pro I and II Certification
- Helped with Pre-Sales Activities
  - MSI DX, Emily Car, Canadian Pacific Railway, Rannie
- Contribute to conducting both Technical and Whiteboard Interviews for Technical and Functional Candidates
- Learnt Flutter, React and React Native
- Learnt Zappier

**Question**

For the preceding year, how did you demonstrate growth and impact in Lead?

Employee

**Answer**

This year I managed to balance my org tree more manageable by getting help from the people leader within the team. Instead of having 10+ direct reports under me, I managed to distribute the team under 2 leaders to manage the load. I also assist get them up to speed by providing the necessary tools and

skills to become better leaders.

**Question**

In the spirit of a growth mindset, how can you continue to elevate your performance?

Employee

**Answer**

I always thrive learn new things and challenge both myself and my team members to do even better than what we used to do. I want to find ways to provide opportunities to grow our technical. I would like to further expand the Vancouver team by hiring a minimum of 4 new team members to the team. I also looking forward to bringing in Sr. Delivery Principle to further expand the growth and have a balance org structure to better support all the team members under my umbrella.

**Question**

Anything else?

Employee

**Answer**

Overall this year was a learning and relationship-building year for me.