

Question

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

Manager

Answer

Prishan continued to "quietly" deliver with excellence during the first quarter even when we saw a bit of a slowdown. I am impressed with Prishan's ability to provide technical oversight to multiple project concurrently and keep them all in check with hardly any escalations.

Prishan saw the 1st quarter slowdown as an opportunity to scale up the skills of his team. Equipped with the knowledge from the Rennie business model, his ability to keep our team challenged with a project based on real-life scenario was impressive. In addition, I like how Prishan has established a unique connection with his team based on trust and respect. His team looks up to him as a leader and a mentor, invaluable to our younger team members.

Employee

Answer

Over the past quarter, I've had the opportunity to work on the Rennie project and contribute to its success. One of my key accomplishments was supporting the team in defining the project's architecture and data model, which laid the foundation for a successful completion of the discovery project. I also played a role in helping the team win the SF build opportunity, by providing technical expertise and insights to the client.

Another area where I demonstrated growth was in leading the Salesforce Avesdo integration team. By closely collaborating with the client, I established trust and ensured that all essential integration requirements and project features were met, ultimately resulting in a successful project delivery and the client's satisfaction with our quality of work. In addition, I trained team members to take on additional lead roles and provided oversight to the project team to ensure its success.

During this quarter, I initiated an internal real estate management project that aimed to engage team members who were on the bench and enhance their skills while working on the client project. The project was a huge success, bringing together team members from my team and the local Salesforce team, and providing them with a safe environment for coaching and feedback. Not only did the project allow the team members to develop new skills, but it also fostered an enjoyable and collaborative work atmosphere.

Finally, I developed strong relationships with my team members, providing them with ample support and feedback to elevate their skill sets and push their work to new heights.

Overall, I am proud to have showcased growth and made a positive impact in delivering exceptional work, advancing my expertise, contributing to Slalom's overall progress, and leading the team towards success. Moving forward, I am excited to continue building upon my accomplishments and making meaningful contributions to future endeavors.

Question

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

Manager

Answer

Prishan spends most of his time focusing on delivery and he has done a great job in that area. I would

like to see Prishan getting more involved in practice operations especially when it comes to staffing. Prishan knows his team best as well as their career trajectory, it would be very beneficial if he stays close to staffing opportunities and making sure his team is staffed in roles that align with their career path.

Prishan is also encouraged to stay close to the business leaders out west especially when it comes to business development opportunities. Being close to Lewis will provide the technical muscle that Lewis needs to build and grow the business. Instead of waiting for an opp to land, Prishan will add greater value by being proactive and reaching out to the business and offer his skills and experience.

Employee

Answer

I plan to focus on the following key areas that align with Slalom's four core competencies:

Deliver Exceptionally: In order to continue delivering exceptional work, I plan to prioritize effective communication with clients and team members, set clear goals and expectations, and proactively manage any potential challenges that may arise. Additionally, I will seek out opportunities to streamline processes and optimize project workflows to ensure timely and efficient delivery.

Grow Expertise: I plan to invest time in expanding my knowledge and expertise in my area of specialization, seeking out training and certification opportunities, and staying up-to-date with industry trends and best practices. I will also prioritize knowledge-sharing and collaboration with my colleagues, recognizing that we all have unique skill sets and experiences that can benefit the team as a whole.

Grow Slalom: To contribute to Slalom's growth, I plan to seek out new business opportunities, both within existing client relationships and with new clients, and proactively identify ways to add value to our services. I will also prioritize fostering a positive and inclusive team culture, encouraging creativity and innovation, and supporting the development of my colleagues.

Lead: To further develop my leadership skills, I will seek out opportunities to mentor and coach team members, delegate responsibilities effectively, and provide constructive feedback to help individuals grow and develop. Additionally, I will strive to lead by example, modeling the values and behaviors that are integral to Slalom's success.

Question

Anything else?

Manager

Answer

Prishan is an invaluable member of our practice. He is a quiet achiever that always leads by example. He is definitely a model that our team is looking up to. Continue the great job you are doing Prishan, well done!

Employee

Answer

Nope