

Question

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

Employee**Answer**

Over the past six months, I've had the opportunity to take on diverse and challenging projects, showcasing growth and contributing to the success of Slalom. As I reflect on my performance, I am pleased with the achievements I have made so far:

Lead the SF Technical Architecture stream for Rockwell Automation discovery project: I successfully led the technical architecture stream for the Rockwell Automation discovery project. By defining the project's architecture and data model, I set a strong foundation for its successful completion. Additionally, my technical expertise played a crucial role in winning the SF build opportunity for the project, demonstrating my ability to provide valuable insights to clients.

Lead the Technical Architecture stream for MSI Quote to cash project: I took charge of the Technical Architecture stream for the MSI Quote to cash project. Through effective collaboration with the team and close engagement with the client, I ensured that all essential integration requirements and project features are met and high client satisfaction.

Learn B2B Lightning and applied learnings to the current MSI project: During this evaluation period, I invested time in learning B2B Lightning, and I effectively applied these newly acquired skills to the ongoing MSI project, enhancing its technical implementation and overall quality.

Provide technical oversight to projects my team members are involved in: As a leader, I provided valuable technical oversight to projects my team members were involved in. This support helped them to excel in their roles and ensured the success of the projects they were contributing to.

Initiate an internal real estate management project: Recognizing the potential of our team members on the bench, I initiated an internal real estate management project. This endeavor not only helped them develop new skills but also fostered a collaborative work atmosphere by bringing together members from different teams.

Develop strong relationships with team members: Building strong relationships with my team members has been a priority for me. By providing ample support and constructive feedback, I encouraged their professional growth and contributed to a positive team environment.

I have been nominated for the People First Award and won the Slalom Q2 Mogul Award! : It is an incredible honor to be recognized for my contributions and dedication to both the team and the organization. The feedback I received from my colleagues further reinforces my commitment to putting people first and driving positive outcomes in all projects I am involved in. I take immense pride in being a great mentor to my team, fostering their growth, and ensuring they feel valued and supported.

Overall, I am proud of the growth I've demonstrated and the positive impact I've had on project outcomes and team dynamics. My commitment to delivering exceptional work and elevating the skills of my team members has contributed to Slalom's progress. Looking ahead, I am eager to continue building upon these accomplishments and making meaningful contributions to future projects and initiatives. I remain dedicated to personal and professional development, and I am excited to take on new challenges in the upcoming months.

**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**

As I reflect on the past six months at Slalom, I am proud of the progress I have made and the impact I've had on our projects and team dynamics. Looking back at my achievements, I am motivated to continue elevating my performance and contributing to the success of Slalom in the following key areas that align with our four core competencies:

Deliver Exceptionally: In the upcoming months, I plan to further improve my ability to deliver exceptional work by focusing on effective communication with both clients and team members. I will ensure that goals and expectations are clearly defined and understood by all stakeholders, and I will proactively address any potential challenges that may arise during project execution. Additionally, I will seek out opportunities to streamline processes and optimize project workflows, ultimately ensuring that our projects are delivered in a timely and efficient manner.

Grow Expertise: To continuously grow my expertise, I intend to invest time in expanding my knowledge within my area of specialization. This will involve seeking out relevant training and certification opportunities and staying up-to-date with the latest industry trends and best practices. I recognize the value of knowledge-sharing and collaboration, and I will actively engage with my colleagues to exchange insights and experiences that benefit the entire team.

Grow Slalom: To contribute to Slalom's growth, I plan to take a more active role in practice operations, particularly in the area of staffing. By closely monitoring staffing needs and resource allocation, I aim to ensure that our projects are well-staffed with the right talents, optimizing our delivery capabilities.

Additionally, I will work closely with Lewis to provide the technical muscle needed to build and grow our business. Identifying new business opportunities, nurturing existing client relationships, and seeking ways to add value to our services will also be at the forefront of my efforts. As a team player, I will prioritize fostering a positive and inclusive team culture that encourages creativity, innovation, and continuous improvement.

Lead: To further develop my leadership skills, I will actively seek opportunities to mentor and coach my team members. By providing guidance and support, I aim to help them unlock their full potential and reach new heights in their professional growth. I will practice effective delegation, empowering team members to take on greater responsibilities and contribute to the success of our projects. Constructive feedback will be a key aspect of my leadership approach, as I believe it plays a pivotal role in individual development. As a leader, I will lead by example, embodying the values and behaviors that are integral to Slalom's success.

In summary, I am committed to elevating my performance and making a positive impact on our projects, team, and the growth of Slalom. Through continued dedication, collaboration, and a focus on personal and professional development, I am confident that I can contribute significantly to the success of Slalom and the achievement of our collective goals.

Question

Anything else?

Employee**Answer**

I am excited to continue making a positive impact in projects and fostering a collaborative and growth-oriented work culture.