slalom

	Question
	For the preceding year, how did this Team Member demonstrate growth and perform in Deliver Exceptionally? Highlight impact and growth areas.

Manager

Rating Strong Performance

Answer

Prishan spent the majority of the year on the Atlassian project (US) in a technical delivery lead capacity.
-He helped the project team with both Technical designs and helped with some of the implementations by providing starter code.
-He manages to win the trust and respect of both the internal and the client teams.
Areas to think about:

- Execute Effectively: How can you help/grow your team to model delivery excellence for the technical SF team?
- Develop High Impact Solutions: Quick start offerings/demos for Pursuit Team (Lewis), Salesforce Arch review board? Think about how you grow the maturity of the team's technical delivery
- Know and Serve Our Customers: I'd challenge you to determine how you can influence customer love scores? How does Prishan's technical delivery acumen help translate into other areas (like additional opportunities, relationships, etc.)

	Question
	For the preceding year, how did this Team Member demonstrate growth and perform in Grow Expertise? Highlight impact and growth areas.

Manager

Rating Strong Performance

Answer

Prishan grew his technical expertise with the following:
-Salesforce Business Analyst Certification
-Worketo Pro I and II Certification
-Helped with Pre-Sales Activities
-MSI DX, Emily Car, Canadian Pacific Railway, Rannie
-Learnt Flutter, React and React Native
-Learnt Zappier

Areas to think about:

- Deepen/Broaden Expertise: See how we can bridge way to capabilities for WCA (within internal core team, but also externally to other markets)
- Broaden Slalom Knowledge: Define our people growth plan for Technical focus area in WCA
- Build Slalom Capabilities: Offerings/Quick Starts/Demos
- Role Mastery: Sales Solution Lead, see how you are a bigger contributor in this one

	Question
	For the preceding year, how did this Team Member demonstrate growth and perform in Grow Slalom?

Highlight impact and growth areas.

Manager

Rating
Answer

Strong Performance

- Prishan continues to lead our Salesforce Western Canada Technical Team (around 15+ resources)
- He contributes to conducting both Technical and Whiteboard Interviews for Technical and Functional Candidates

Areas to think about:

- Build Community: Potential to engage with Technical SMEs from Salesforce?
- Manage Business Ops: Define what your team growth strategy is (beyond headcount) for fy23, 24, 25?
- Drive Sales: I'd love to find time for you to support/lead technical sales solutioning for our pursuits (e.g. Delivery Solution Lead/Program Arch). We are also gapping with no SE in WCA yet.

Question

For the preceding year, how did this Team Member demonstrate growth and perform in Lead? Highlight impact and growth areas.

Manager

Rating
Answer

Strong Performance

-Prishan leads our Salesforce Western Canada Technical Team
- He also started the year with 10+ reports which have gotten more balanced with a few promotes to Principal during mid year

Areas to think about:

- Lead and Develop Self: Challenge for you is to take ownership of all things in WCA Technical. Build this team the way WCA needs it, while working with the rest of Canada, instead of having TO leaders drive, etc.
- Lead and Develop Others: Who is your number 2, how do you scale this team when it's a 20M SF market, etc
- Lead and Develop Teams: What is your team strategy? Plan for FY22, FY23