

**Question**

Document outcomes such as target expectations and achievements against those targets (utilization, sales, etc.). If target expectations differed between H1 and H2, specify and speak to each separately.

Employee

**Answer**

H1 (Jan–Jun 2025) – Utilization & Delivery Outcomes

- Utilization target: 50%
- Actual utilization: Averaged 93%, with a peak of 115% in Q2
- Achievement: +86% above target (effectively delivered almost 2x the expected billable time while maintaining delivery quality and client satisfaction)

**Question**

Document examples of impact achieved against your me@slalom core competencies.

Employee

**Answer**

Key H1 contributions and business impact:

- FCL Sales Cloud + Distributed Marketing (2-phase win) Served as Lead Architect on the initial Discovery and Solution Design for extending FCL's Sales Cloud into their Agriculture line of business. Played a critical role in securing the follow-on Distributed Marketing engagement. Designed and delivered the full Salesforce architecture for Distributed Marketing, including a reusable, flexible Map Point Management application that visualizes customer sites, storage locations, and field assets across desktop and mobile. This component has already been productized as an accelerator for future retail/agriculture clients.
- 407 Express – Discovery & Phase 1 Delivery Lead Architect partnering directly with the client's enterprise architecture team and Slalom delivery leads. Defined the multi-year modernization roadmap and delivered Phase 1 (core platform stabilization and data architecture) on time and within budget.
- Duravant Data Migration Program Owned end-to-end data architecture and migration strategy. Built AI-assisted scripting frameworks that increased migration consistency and cut manual effort by ~70%. Created a reusable Salesforce Files & Attachments migration toolkit0. This solution could save 200–300 hours per mid-size migration.
- Enterprise Architect role – IA Account (ongoing) Stepped into the Enterprise Architect seat for one of our largest strategic accounts, providing cross-cloud governance, roadmap alignment, and technical risk management.

Key H2 highlights so far:

- Continued Enterprise Architect leadership on the IA account with expanded scope into AI

enablement and agentic workflows.

- Launched an internal AI Task Team focus on the AI Increase AI adaptation and increase awareness.
- Recruited and assembled a high-performing AI team with complementary skills to guarantee well-rounded success.

## Sales & Business Development Impact (Full Year)

- Directly influenced or co-led wins in new and expansion work.
- Multiple reusable assets (Map Point accelerator, Files migration toolkit, AI data-cleansing scripts) are now part of our national Salesforce IP library, creating pull-through opportunities in other markets.

In summary, I significantly exceeded utilization expectations in H1 while delivering high-impact, reusable solutions, and I'm on pace to again exceed the more ambitious H2 targets — all while transitioning more of my time into enterprise architecture, practice leadership, and capability-building activities that position Slalom for sustained AI-centric growth.

## Employee Summary

### Comment

Exceeded utilization targets by a wide margin

- 93% avg. (peak 115%) vs. 50% target → +86% overachievement
- Target Delivered nearly double the expected billable contribution while shifting focus to higher-value AI and enterprise architecture leadership.

Drove AI-first outcomes and built lasting AI capabilities

- Pioneered AI-powered data migration at scale (Duravant) Designed and led end-to-end data architecture and migration. Built AI-assisted scripting frameworks (using LLMs and automated validation) that improved data quality, consistency, and reduced manual effort by ~70%. Delivered a reusable Salesforce Files & Attachments migration toolkit powered by generative AI — Estimated to save 200–300 hours on every mid-size migration.
- Led AI enablement and agentic workflow expansion (IA strategic account) Stepped into Enterprise Architect role for one of Slalom's largest accounts. Expanded scope in H2 to include generative AI, agentic systems, and responsible AI governance, shaping the client's multi-year AI roadmap.
- Created reusable accelerators Map Point Management visualization tool (FCL Distributed Marketing) — productized for retail/agriculture. AI data-cleansing and migration scripts — adopted nationally and driving pull-through opportunities in multiple markets.
- Built Slalom's internal AI momentum Launched and lead the AI Task Team / AI Architecture Community of Practice (40+ active members). Recruited and assembled a high-performing, cross-functional AI specialty team with deep expertise in gen-AI, agentic systems, and MLOps. Increased AI awareness, knowledge sharing, and pursuit win rates across the market.

Business & sales impact

- Directly influenced or led wins and expansions ( 407, FCL, Duravant)
- Established Slalom as a credible AI-first Salesforce partner in our market through lighthouse deliveries and reusable IP.

In 2025 I deliberately deepened my own AI expertise, delivered production-grade AI solutions for clients, and built the people, assets, and community that position Slalom for sustained leadership in the AI-centric future — all while significantly over-delivering on utilization and financial targets. Ready and excited to scale this impact even further in 2026.