The Self-Reflection Form supports you in preparing for the Portfolio Pre-Dialogue with your Line Manager by reflecting on the past year and possible next steps in your career. The use of the myTMS Self-Reflection Form is optional. If you choose not to make use of it, please leave the form blank. Please send the completed form to your Line Manager by using the "Move to Manager Appraisal" button. Otherwise it will be routed automatically to your Line Manager on December 5, 2022.

The following sections are available to you as a self-reflection:

* **Process Partners:** Please provide your Line Manager with a proposal of suitable business partners for the process partner interview.
* **Target Achievement / Performance Results** taking into consideration**:**
  + The agreed targets for the appraisal year in the TMP Process
  + General conditions which have influenced the Target Achievement
  + Additional contributions to project groups, work groups or similar within and outside of your functional area
  + Agreed personal targets where applicable
* **Attitude & Behavior** based on the Leadership Competency Model. Detailed information can be found [here](http://fkm.bmwgroup.net/).
* **Personnel Development:**Indicate if you are interested in a change of roles on the same Leadership/Expert Level (which should be realised within the next 12 months), in being proposed as a Candidate with Potential for the next higher Leadership or Expert Level, or in an international assignment. If you are planning on an international assignment, please include potential positions, countries for relocation and a time frame.

To prepare for the Portfolio Pre-Dialogue, you can use our pre dialogue form on the intranet. You can find it under “Prepare the portfolio pre dialogue” on our portfolio employee pages for [Germany](https://hr-portal.bmwgroup.net/web/mitarbeiter/portfolio)or for [international markets](https://hr-portal.bmwgroup.net/web/employees/portfolio).

Process Partners

|  |  |
| --- | --- |
| Associate's Proposal for Process Partners (name, first name and department code) |  |

Target Achievement / Performance Results

|  |  |
| --- | --- |
| Associate's Comment |  |

Attitude & Behavior

|  |
| --- |
| [Expand AllCollapse All](javascript:void(0);) |
| SUPPORTING BUSINESS & TRANSFORMATION |
| |  |  | | --- | --- | | Associate's Comment |  | |
| (LEADING PEOPLE) & COLLABORATING |
| |  |  | | --- | --- | | Associate's Comment |  | |
| DEVELOP YOURSELF & A GROWTH MINDSET |
| |  |  | | --- | --- | | Associate's Comment |  | |

Personnel Development

|  |
| --- |
| Associate's Comment |

Target Achievement / Performance Results

I have made the following achievements this year:

* Facilitated local Financial ICS to achieve the company's target corridor, including establishing & reviewing all processes & controls, monitoring access risks, and supporting internal & external audits
* Actively supported the Residual Value Risk team in multiple aspects: risk reserve calculation validations, PLSA setup & updates, and SRC calculation & validations.
* Actively supported month-end IFRS9 risk provision validation and analysis and ensured timely and accurate system data submission.
* Ensured compliance with internal policies and procedures by creating and maintaining credit risk controlling, RV risk controlling, and ICS manuals.
* Supported multiple ad-hoc analysis tasks & projects: created and maintained FPM Tableau dashboard, Content Manager, Symbio process map transformation and creation, stress testing for Credit risk reserve, custom score update analysis, etc

SUPPORTING BUSINESS & TRANSFORMATION

I demonstrated my problem-solving skills several times. Specifically, I solved difficult situations efficiently and utilized my technical skills to demonstrate an understanding of viewpoints and needs, regularly review and scan areas of responsibilities and check effectiveness. Besides, I translated targets into operative actions and resolved them as appropriate.

* Actively supported and performed regular validation on RV Risk related topics, including RV Risk Reserve report results, monthly RV reserve results and movement check with comments, and 360 program payment incentives validation.
* Actively supported monthly IFRS9 validation tasks to analyze the credit and asset risks movement and so improve portfolio risk performance. Performed stress testing with different assumption scenarios on credit risk provision simulation and shared the results with the internal team to develop possible actions.
* Utilized self-developed SQL scripts to extract LPU reports to increase the work efficiency
* Used self-developed Python scripts to integrate data (past one year’s credit risk provision files) and create checklists (Content manager checklist & annual ICS process review schedule)
* Monitored ICS-related topics, including risk assessment, process & controls, and access risks to help the company to archive the target corridor.
* Provided analysis and support during internal/external audits and created a solution plan (ex: review & created processes, KCI regular review process plan, hold ICS training sessions, etc.) based on the suggestions provided by the audit team.
* For a newly assigned project task (ex: Content Manager), actively collaborated with all team members and created a step-by-step process to move all required files inside the O drive to the Content Manager based on compliance requirements.

(LEADING PEOPLE) & COLLABORATING

My skills and ability to work in a team have been valuable during this period. I have taken an active role in the controlling team, responding quickly to the internal team's task and collaborating with other departments.

* Actively participated in exchange meetings, including internal team meetings, ICS exchange meetings, etc.
* Collaborated with business enabling team to convert the process maps between Visio and Symbio.
* Provided backup training (to intern & Risk controlling analyst) & exchange sessions (WOL session & ICS delegates training) to understand the business better and improve the individual's level of awareness.
* Prioritized the most important tasks and delegated the part of tasks appropriate to the intern.
* Provided specific and timely feedback to colleagues & performed four eyes check on validation tasks: 360 payment validation, ICS processes & controls review update, RV SRC & monthly leasing standard accounting validation, and risk reserve accounting validation. Etc.
* Interacted openly and transparently and shared information and tasks related to RV and credit risk quickly internally & between teams.

DEVELOP YOURSELF & A GROWTH MINDSET

My commitment to my work adds to my personal growth, and I believe in developing with training to improve my skills.

* Actively responded and corrected quickly when made mistakes & misjudgments. Records mistakes with solutions in the manual/notes to avoid similar mistakes in the future.
* Regularly exchange with the line manager to ensure all current tasks are on the right track.
* Requested exchange/training session with RV team to better understand RV-related topics.
* Obtained a Tableau Specialist certificate issued by Tableau in March during my spare time. Took multiple online courses related to software and programming tools to hone my technical skills to support the team better.

Personal Development

I learned a lot and grew a lot this year. I would love to have more opportunities for BI-related roles to apply my data analytics and data science skills based on my business knowledge in the future.