



Cao, Qian

Data Scientist Principal

Manager: Marina Pashkevich

Evaluated By: Marina Pashkevich

Annual Performance Review

Organization: DT Advanced Analytics (Marina Pashkevich)

Location: US-WI-Oshkosh-Global Headquarters

10/01/2020 - 09/30/2021

Overall

Manager Overall Evaluation

Rating: Successful

Acknowledgement

Employee

Entered by: Nathan Cao **Date:** 11/08/2021

Status: Acknowledge Review with Comments

Comment: FY21 was a challenging year for supply chain as well as advance analytics engagement with GPSC. IN each one on one meeting, Marina is always able to direct me to the focus on customer obsession successfully.

I am also very appreciated to Marina's mentoring on people management.

I look foreword to the next year journey in advancing more models & solution to my clients in GPSC and also get prepared to an advisory level in AA team to lead Data Science strategy.

Business Goals

In 2020, Nathan to extend AA enabling model from Enterprise to different segments, deep dive into segment logistic management and material management requirement, optimize inventory allocation solution designing.

modeling launching and deployment at business segments, 100% self service model running by business users.

Due Date: 08/31/2021

Status: Completed

Category: Near Term (6-12 Months)

Section Summary

Manager Evaluation

Comment: Nathan is effective at goal setting and focuses on clear and achievable goals, challenging himself with new use cases. He is self-motivated and strives to complete all his tasks on time.

Nathan built varieties of scalable models for the Supply chain functional area, displaying endless drive to improve performance, generate profit and meet business goals.

Nathan is a big-picture thinker and continually seeks to expand the Oshkosh horizons. He

Employee Evaluation

Comment: This business goal helped on reinforcing the business's capability to deepen the data driven decision making, meanwhile, also get familiar with cutting edge technology to solve complex business problem.

demonstrates a thirst for skills and knowledge and constantly challenges himself to perform tasks to the best possible standards. He strives to find new challenges that will expand his experience. Nathan does not need much direction and consistently demonstrates a strong work ethic. He proactively shares progress towards goals.

Development Goals

Correlation & Regression

Additional Information: Predictive analytics involves widely accepted tools and techniques that enable organizations to make informed decisions regarding potential future events. Examine how correlation and regression are employed in predictive analytics.

Status: Completed

Relates To: Coach & Develop, Drive Strategic Thinking

Start Date: May 17, 2021 **Completion Date:** May 21, 2021

Key Statistical Concepts

Additional Information: For any organization, predictive analytics is quickly becoming a key component for organizational success. Discover the application of predictive analytics to various industries, and the process and roles involved.

Status: Completed

Relates To: Customer Obsession

Start Date: May 17, 2021 **Completion Date:** May 21, 2021

Linear Regression Modeling

Additional Information: Machine learning (ML) is everywhere these days, often invisible to most of us. In this course, you will discover one of the fundamental problems in the world of ML: linear regression. Explore how this is solved with classic ML as well as neural networks. Key concepts covered here include how regression can be used to represent a relationship between two variables; applications of regression, and why it is used to make predictions; and how to evaluate the quality of a regression model by measuring its loss. Next, learn techniques used to make predictions with regression models; compare classic ML and deep learning techniques to perform a regression; and observe various components of a neural network and how they fit together. You will learn the two types of functions used in a neuron and their individual roles; how to calculate the optimal weights and biases of a neural network; and how to find the optimal parameters for a neural network. Machine learning (ML) is everywhere these days, often invisible to most of us. In this course, you will discover one of the fundamental problems in the world of ML: linear regression. Explore how this is solved with classic ML as well as neural networks. Key concepts covered here include how regression can be used to represent a relationship between two variables; applications of regression, and why it is used to make predictions; and how to evaluate the quality of a regression model by measuring its loss. Next, learn techniques used to make predictions with regression models; compare classic ML and deep learning techniques to perform a regression; and observe various components of a neural network and how they fit together. You will learn the two types of functions used in a neuron and their individual roles; how to calculate the optimal weights and biases of a neural network; and how to find the optimal parameters for a neural network.

Status: Completed

Relates To: Drive Strategic Thinking

Start Date: May 17, 2021 **Completion Date:** May 21, 2021

Process & Applications

Additional Information: Predictive analytics uses techniques, such as statistics and machine learning, to build predictive models, often using big data to test and validate these models. Explore key features of predictive analytics and big data.

Status: Completed

Relates To: Customer Obsession, Drive Strategic Thinking

Start Date: May 17, 2021 **Completion Date:** May 21, 2021

Section Summary

Manager Evaluation

Comment: Nathan is constantly on a quest for new knowledge, ideas, and solutions. He thinks outside the box to find the best solutions to a particular problem. He is a very creative innovator and tries to solve the ongoing problem by looking for an answer from all angles. He creates not only the models to solve a particular issue but the end-to-end solution.
He constantly searches for new ideas and ways to improve current projects.
He is creative and finds ways to correlate ideas with actions. He does not mind facing complicated situations and always finds appropriate solutions to offer to his customers.
Nathan can work out multiple alternative solutions and determine the most suitable one.

Employee Evaluation

Comment: Completing all these development goals ensures the future AA enabling GPSC with more concentrated field and to prepare more feasible material for improvement with business units

Competencies

Align Organization

LEADS SELF (Individual Contributor)

- Learn about the diverse nature of our markets, customers, and people to better serve the business.
- Display a sense of personal accountability to achieve results.
- Clarify and refine expectations, plans and goals to move forward and reach success.
- Foster energy and excitement for your work to increase overall team performance.
- Identify obstacles that can harm productivity and learn how to work through, in, or around them.

LEADS OTHERS (People Leader)

- Recognize and embrace the diverse nature of our markets, customers, and people.
- Seize new opportunities to achieve high performance in our complex and evolving business environment.
- Set challenging and impactful business objectives, align resources, and foster personal accountability in others to achieve results.
- Gain alignment on goals, outcomes, and plans to create clear expectations to reach success.
- Create a sense of community, clear mission, and engagement that increase overall performance.
- Facilitate change even in the face of opposition or ambiguity while bringing people along to ensure adoption and sustainment.

Manager Evaluation

Proficiency Rating: **Role Model**

Build Collaborative Relationships

LEADS SELF (Individual Contributor)

- Connect across different parts of the business to ensure smooth flow of information and materials.
- Invest effort in interpersonal relationships by ensuring people feel valued, appreciated and included.
- Treat people in the organization as customers by understanding their needs.
- Actively listen to and adapt your communication style to your audience.
- Collaborate to build connections that create mutual benefit.

LEADS OTHERS (People Leader)

- Connect with all parts of the business to facilitate the flow of information and maintain relationships.
- Establish ever-growing interpersonal relationships, ensuring people feel valued, appreciated, and included.
- Treat people within the organization as customers by understanding their needs.
- Listen to and fully involve your team members, adapting your leadership style to best reach each one.
- Build connections with people by finding common ground and gaining cooperation and support.

Manager Evaluation

Proficiency Rating: **Proficient**

Coach & Develop

LEADS SELF (Individual Contributor)

- Make your own development a priority by asking for feedback, reflecting on experiences, and learning every day.
- Volunteer to take on work assignments and development opportunities.
- Find new ways to experiment and display courage to fail and make mistakes.
- Ask for and clarify feedback from others in the spirit of humility, growth, generosity, and gratitude.
- Take ownership of work to a level of excellence.

LEADS OTHERS (People Leader)

- Model the importance of development by asking for feedback, reflecting on experiences, and learning every day.
- Encourage people to excel and grow a sense of ownership to their work.
- Promote learning through reflection on what worked well/what didn't, encouragement to experiment and celebration of mistakes.
- Provide timely, candid feedback and sincerely encourage in a way that provides interaction.
- Delegate work that provides an opportunity for additional responsibility, visibility, and learning.

Manager Evaluation

Proficiency Rating: **Proficient**

Drive Strategic Thinking

LEADS SELF (Individual Contributor)

- Learn how the organization functions in a cross-departmental, value stream context.
- Commit and gain energy from a shared purpose among your team.
- Display a sense of urgency to drive for and achieve positive results.
- Seek clarity on how your work connects to broader team, segment, or business to heighten your impact.
- Balance different considerations and trade-offs when making proposals, recommendations and decisions.

LEADS OTHERS (People Leader)

- See how the organization functions in a global context, including its competitive elements.
- Build and communicate a shared purpose amongst the team, explain "the why".
- Discern the broader and interconnected flow of information and products across the value chains.
- Create clarity and connection of the work on your team to the overall business strategy.
- Facilitate decision making while taking in both the short and long-term point of view.

Manager Evaluation

Proficiency Rating: **Proficient**

Encourage Innovation & Inclusion

LEADS SELF (Individual Contributor)

- Generate ideas to change or improve current thinking, processes, and systems.
- Treat people the way they want to be treated.
- Welcome the opportunity to work with people of different backgrounds, abilities, opinions and perceptions.
- Communicate your ideas and support others' ideas as much as your own.
- Design solutions and proposals weighing both risk taking and risk avoidance in equal measure.

LEADS OTHERS (People Leader)

- Champion and generate creative ideas to change or improve current thinking, processes, and systems.
- Maintain an awareness of current trends, leverage and share this knowledge to improve the business
- Treat people the way they want to be treated.
- Encourage opportunities to work with people of different backgrounds, abilities, opinions, and perceptions.
- Strike an equal balance in risk taking and wise caution to seize new opportunities and create value.

Manager Evaluation

Proficiency Rating: **Role Model**

Inspire & Motivate Others

LEADS SELF (Individual Contributor)

- Engage and connect with others through trust, credibility and collaboration.
- Cultivate your own motivation and passion.
- Drive for continuous improvement in your work.
- Openly ask questions and engage in healthy debate and disagreement.
- Seek to understand others around you to inspire a shared connection and bond.

LEADS OTHERS (People Leader)

- Engage, motivate, and inspire others through trust, credibility and collaboration.
- Help others discover themselves and build a strong sense of self-awareness.
- Foster an environment where people seek to continuously improve themselves and their work.
- Openly share your knowledge and experience with others while encouraging healthy debate and disagreement.
- Respect the privilege to lead those in your care and seek to understand what uniquely motivates them.

Manager Evaluation

Proficiency Rating: **Role Model**

Section Summary

Manager Evaluation

Comment: Nathan is the go-to person if the task absolutely must be completed by a given time. He consistently demonstrates solid performance in all aspects of his work. Nathan handles projects conscientiously from start to finish. He displays good organizational and planning skills. He is proficient in documenting the process and presenting the outcome of his work to his customers. He is creative and logical in addressing any aspect of his career. Nathan has strong reasoning and critical-thinking skills that help him handle problems well. He always keeps himself, and the team updated about new information and knowledge about the AA domain. Nathan

Employee Evaluation

Comment: I am absolutely aligned with corporate principles and keep my daily working closely connected to all these principles.

builds good relationships through open and friendly communication.