



Reflections 2023 for Ragam Ravi Teja

Employee Information

First Name	Ragam	Last Name	Ravi Teja
BU	DCX ACIS (1BB0489)	GBU	3GB-DCX-IN (3GBDCXIN)
Hire Date	22/12/2022	Global Grade	A (A)
SBU	DCX (1BS29)	Local Grade	

Introduction

Capgemini supports you in your personal growth and aims for you to #GETTHEFUTUREYOUWANT.

You are engaging in continuous development activities and conversations with your People Manager and peers, aimed at providing you guidance and opportunities for you to progress.

This process is designed to capture all elements (priorities, feedback, development activities, aspirations and challenges) that you have been exchanging with your People Manager, in one simple form. At the end of this process, you and your People Manager can identify whether there should be any changes to priorities.

If you have any questions or concerns relating to this process, you can contact your People Manager, your HR Business Partner or easily obtain more information on the People Experience intranet.

Priorities

This section is for evaluating the individual priorities that you have agreed with your People Manager at the beginning of the year and that you kept up-to-date through regular Check-Ins throughout the year.

These priorities include achievements and contributions from your assignments. You are strongly encouraged to evidence progress and achievements against your development priorities. The balance between performing in business and constantly progressing is at the heart of what defines success at Capgemini.

Development

On Track

Priority 1:

Delivery Excellence & Utilization: Quality & On-Time Delivery; Billability-Utilization

Achievements

20/10/2023 Automation of Work Item Creation/Update from Outlook
Communication to DevOps

Priority Details

Priority	Priority 1:	Weight	70.0%
	Delivery Excellence & Utilization: Quality & On-Time Delivery; Billability-Utilization		
Status	On Track		

Development

On Track

Priority 2:

Career & Skill Development: Self Development - Technical, Functional & Behavioral Training

Achievements

02/06/2023

PL-500 Certificate

Priority Details

Priority	Priority 2:	Weight	10.0%
	Career & Skill Development: Self Development - Technical, Functional & Behavioral Training		
Status	On Track		

Development

Priority 3:

On Track

Organization Contribution & Compliance: Participation in Org Activity (Hackathon), Timesheets, Mandatory Trainings, Hybrid Working, CG Values etc**Priority Details**

Priority	Priority 3:	Weight	10.0%
	Organization Contribution & Compliance: Participation in Org Activity (Hackathon), Timesheets, Mandatory Trainings, Hybrid Working, CG Values etc		
Status	On Track		

Development

Priority 4: . SELF: Training Hours> 40 hrs. (Technical / Functional)

On Track

Priority Details

Priority	Priority 4: . SELF: Training Hours> 40 hrs. (Technical / Functional)	Weight	10.0%
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Status

On Track

Section Comments:

Ragam Ravi Teja's Comments

In the span of the last eighteen months, my professional journey has been deeply intertwined with Capgemini's innovative environment. I have thoroughly explored the Microsoft Power Platform, gaining in-depth expertise and achieving certifications in both Power Automate(PL-500) and Power Platform Developer(PL-400). This period has been marked by a relentless pursuit of knowledge and skill acquisition within this dynamic ecosystem.

Validation

☐ I confirm I had a conversation with my Employee on their performance and development this year

Final Reflections on the Year

Given your review of contribution and skills development during the year, please answer the following two questions:

What level of skills development is being demonstrated? Exceeding

Employee Comments

My tenure at Capgemini has been marked by significant skill enhancement, particularly within the realms of Power Automate Cloud and Desktop, Power Apps, Power BI and Power Query. Beyond these, I have fortified my technical skill set with SQL and have delved into the creative aspects of technology by developing UI/UX interfaces. And also I completed all the mandatory trainings/courses on time. Additionally, I earned Power Apps, Power Automate, Power BI certifications in Udemy and Coursera platforms along with PL-400 and PL-500 Microsoft Global Certifications.

What is the level of contribution this year ? Exceeding

Employee Comments

Over the past year, my focus has shifted towards contributing to Capgemini's project, where I have consistently delivered all the tasks including complex tasks like FA Rework, Crown.. etc., on time. My contributions have been characterized by a dedication to excellence and punctuality, underscoring my role as a reliable and integral member of the project teams. My efforts have been instrumental in driving project success, leveraging my diverse skills to meet and exceed project objectives.

People Manager Comments

Overall Assessment

What would be your overall assessment for this employee from a skills and contribution perspective as they look to the year ahead?

Overall Assessment

Exceeding