Performance Document FY11 for:Richard Stewart

Performance Template: Perf Doc 1
Document Status: Tracking

Job Title:	Programmer/Analyst 4
Grade:	505
Business Unit:	Pharmacy Systems & Automation
Manager:	Calvin Gaddis JR

Performance Objectives

AR/LTC alpha/beta support for 2.2.2 release

Support AR/LTC conversion for alpha/beta under release 2.2.2: includes, but is not limited to + helping to answer extract development questions from 3rd-party vendors + analysis of extract files produced by 3rd-party vendor extract development team + implementation of PL/SQL code changes (particularly for the AR portions of conversions code) as necessary during further development of the 3rd-party extract processes + implement changes to conversion code for AR on time   Note July 15 2010 Still waiting on first beta site to provide data to twopoint

Employee Rating: **Manager Rating:**

Employee Comments:

Manager Comments:

Renlar II conversion enhancments to support AR/LTC

Support AR/LTC conversions for Renlar II: includes, but is not limited to, + answering Renlar extract development questions + analysis of extract files produced by Renlar extract development team + implementation of PL/SQL code changes (particularly for the AR portions of conversions code) as necessary during further development of the Renlar extract + implement changes to conversion code for AR on time   Goal: delivery in Q3 of FY 2011. This is dependent on availability of data extracted by the Renlar extract team in Atlanta.

Employee Rating: **Manager Rating:**

Employee Comments:

Manager Comments:

PharmacyRx/Condor internal conversion

Complete testing of PharmacyRx/Condor extraction. Update to include AR and LTC features. This includes, but is not limited to + answering Renlar extract development questions + analysis of extract files produced by PharmacyRx/Condor extract development team + implementation of PL/SQL code changes (particularly for the AR portions of conversions code) as necessary during further development of the PharmacyRx/Condor extract + implement changes to conversion code for AR on time   Goal: delivery by Q3 FY 2011 N.B. As of 2010-06-30, work on this will not start until other resources, presently dedicated to D0 changes, become available, probably in 2011-01.   Note July 15 2010 Hy-vee has decided to use twopoint insted of our internal conversion process. This reduces priority on this goal   July 27 added MCPS objective. It is a higher priority

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Employee Rating:		Manager Rating:	

Employee Comments:

Manager Comments:

Performance enhancements to the conversions processes

Investigate and propose enhancements to the conversion processes and programs, in order to simplify code and increase efficiency. Only changes which can be shown to reduce runtimes by 50% or more should be implemented. (This is of a lower priority than the preceding three items.)   Goal: research to collect metrics to document the performance improvements investigated and prototyped

Employee Rating:		Manager Rating:	

Employee Comments:

Manager Comments:

MCPS conversion

July 27 2010 Condor extract has reduced in priority with Hyvee using Two Point for extraction.
Richards¿s talents would better be utilized on our internal MCPS extract for Fairview, Meritcare and
Mayo.   Objective will be to review current MCPS process with Venki and takeover support/enhancements to
required for this process to convert Mayo, Meritcare and Fairview.

Employee Rating:		Manager Rating:	

Employee Comments:

Manager Comments:

Competencies & ICARE

Innovative Mindset

Generates and delivers innovative solutions in work situations. Foresees opportunities and obstacles in making customers and the business more competitive and shapes innovative strategies or plans to impact those issues.

Employee Rating:		Manager Rating:	

Customer Orientation

Ensures that the customer perspective is a driving force behind business decisions and activities.
Crafts and implements service practices and solutions that anticipate and meet customer's and the organization's needs.

Employee Rating:		Manager Rating:	

Leadership

Leads teams and organizations by defining a clear and compelling vision and priorities. Gains understanding and buy in to bold courses of action. Keeps the organization moving forward toward critical priorities.

Employee Rating:		Manager Rating:	

Influences Others

Promotes ideas and proposals persuasively, shaping people's opinions. Wins buy-in for initiatives and works through conflicts, while building positive working relationships.

Employee Rating:		Manager Rating:	

Mature Confidence

Demonstrates self-awareness, and manages his/her emotions in the face of controversy while staying focused on larger goals. Demonstrates a poised, credible, and confident demeanor. Welcomes feedback.

Employee Rating:		Manager Rating:	

Builds Collaboration

Develops and uses collaborative relationships to facilitate the accomplishment of work and business goals. Listens well and demonstrates sensitivity to others opinions and feelings.

Employee Rating:		Manager Rating:	

Drives Execution

Demonstrates personal commitment and drive to set and then meet or exceed high standards and objectives. Routinely gets things done with dispatch. Displays a 'stretch-goal mentality.' Successfully achieves goals and remains persistent in the face of high adversity. Accepts responsibility for results.

Employee Rating:		Manager Rating:	

Decisiveness & Judgment

Selects clear and sometimes bold choices from among complex alternatives in a timely, but fact-based manner. Consistently demonstrates sound judgment, making successful decisions even in risky and ambiguous situations. Willing to make tough-minded decisions when necessary, without unnecessary hesitation.

Employee Rating:		Manager Rating:	

Talent Champion

Attracts, selects and develops the highest caliber of talent available. Consistently places the right people in the right positions and assures they are successful in their roles.

Employee Rating:		Manager Rating:	

Openness & Candor

Communicates directly and candidly. Builds trust by saying what's on his or her mind without being overly political or guarded. Does not carry around 'hidden agendas.' Welcomes input from others.

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Strengths & Areas to Develop

Key Strengths
List three to five (3-5) of your key strengths.

Employee Comments:

_____

Manager Comments:

_____

Areas to Develop
List up to four (4) areas to develop.

Employee Comments:

_____

Manager Comments:

_____

Individual Development Plan

Mid-Year Comments

Review conducted on:

Employee Comments:

_____

Manager Comments:

_____

Year-End Review

Review conducted on:

Employee Rating:		Manager Rating:	

Employee Comments:

_____

Manager Comments:

_____

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Commitment to Ethics

I have performed my work in accordance with our mission, vision, and goals. I am committed to
adhering to the highest ethical business practices and personal integrity in accordance with
McKesson's Code of Business Conduct and Ethics and ICARE Shared Principles.

Employee Checked	No	Date Checked	

Signature Section

Review Acknowledged on

_____ _____   _____ _____
Richard Stewart   Date   Calvin Gaddis JR   Date