

## Performance Objectives for: FY10 Stewart, Richard Scott

### Renlar Conversion

Complete development of Renlar conversion process Rated by availability By Sept x= exceeds expectations  
By Oct x= meets expectations

<b>Employee Rating</b>	3	<b>Manager Rating</b>	3
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### Employee Comments

By the end of October, 2009, St Luke's Pharmacy go-live was a success, using data converted by the new Renlar extract process. Second half of year: Developed customer-specific Renlar Third-Party Mappings (ERX-34845)

### Manager Comments

The Renlar conversion was used successfully for several customers. Richard did an impressive job supporting and developing this project. We still need to enhance the process to include AR and LTC extracted data. Also, a common UI mapping framework needs to be developed and intergraded with the Renlar conversion project. These items were deferred due to factors out of Richards control.

### Datastat Conversion

Work with developer in Atl to extract Datastat data into ELF format

<b>Employee Rating</b>	3	<b>Manager Rating</b>	3
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### Employee Comments

Little has happened here beyond a kick-off meeting with Warren Hastings and Ed Perkins on 09/23.

### Manager Comments

No resource was available to work with Richard on the Datastat extract. We will re-evaluate and re-schedule this internal conversion for the next PMP.

### A/R Conversion

Complete EnterpriseRx Accounts Recieve conversion process.

<b>Employee Rating</b>	3	<b>Manager Rating</b>	2
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### Employee Comments

Worked with remote teams during their initial testing of A/R conversion earlier in 2009. Initial development has been completed, but delays in A/R and LTC testing (which were beyond the control of anyone in Birmingham) mean that little else has been done with A/R. Second half of year: Worked closely with Livonia and Pittsburgh project management, and Vancouver QA, on AR Conversion testing and development with Schnucks-supplied data, and Vancouver's QA-generated test data.

### Manager Comments

Richard's performance on the AR conversion exceeded my expectations. He dealt with stressful situations in a productive manner and communicated effectively to resolve many issues and keep the project on track. While the overall AR and LTC conversion project delivery may not have been delivered as anticipated this was not due to any factors under Richard's control. Mid year comments: 1-Renlar conversion on track. It was successfully utilized at St Lukes 2-A/R conversion is ready for QA testing 3-Data Stat conversion has not started Richard is progressing well and meeting expectations.

## Competencies for: FY10 Stewart, Richard Scott

### Strategic Thinking

Understands the larger, complex issues and trends facing the business. Foresees opportunities and obstacles in making the business more competitive and shapes strategies or plans to impact those issues. Weights alternatives and makes decisions.

Employee Rating		Manager Rating	3
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### Employee Comments

### Manager Comments

Richard meets expectations on this competency.

### Results Orientation & Energy

Demonstrates personal commitment to set and meet or exceed high standards and objectives. Routinely completes tasks efficiently. Displays a stretch-goal mentality. Achieves goals and persists despite adversity. Accepts responsibility for results.

Employee Rating		Manager Rating	3
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### Employee Comments

### Manager Comments

Richard meets expectations on this competency.

### 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	3
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### Employee Comments

### Manager Comments

N/A

### Assertiveness & Influence

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	3	Manager Rating	2
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#### Employee Comments

Working with local and Pittsburgh personnel to design and implement the foreign-key indexing solution (initially for Publix' use) is an example of this. Second half of year: Worked closely in concert with Pittsburgh and Vancouver personnel on further AR Conversion testing.

#### Manager Comments

Richard has demonstrated effective and persuasive communication skills. He has exceeded my expectations in this area.

#### Decisiveness & Judgment

Makes clear and sometimes bold choices among complex options in a timely, fact-based manner. Demonstrates sound judgment, making successful decisions in risky, ambiguous situations. Willing to make tough-minded decisions without unnecessary hesitation.

#### Employee Rating

3

#### Manager Rating

3

#### Employee Comments

One example of this is the decision-making needed to implement the foreign-key indexing solution for Publix. Second half of year: Quickly implemented changes to AR Conversion as mandated by changes in requirements and defects identified through testing.

#### Manager Comments

Richard demonstrated this competency while under pressure during AR conversion testing this year.

#### 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.

#### Employee Rating

3

#### Manager Rating

3

#### Employee Comments

Have worked on the Database Standards Committee to provide feedback regarding the database standards document. Second half of year: Have been in close, regular communication with project management and QA personnel (in Pittsburgh, Livonia, and Vancouver) via email, telephone conference, and JIRA ticket management. Have always maintained professional demeanor and been candid in disagreement, while welcoming input and correction.

#### Manager Comments

#### Sensitivity

Relates well with people at all levels of the organization. Listens well and demonstrates sensitivity to others opinions and feelings.

#### Employee Rating

3

#### Manager Rating

3

#### Employee Comments

Have worked on the Database Standards Committee to provide feedback regarding the database standards document. Second half of year: On AR conversion, have worked in concert with the Vancouver QA team and project management to move AR conversion testing through to completion.

#### Manager Comments

Richard meets expectations on this competency.

### **Mature Confidence & Integrity**

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

**Employee Rating**

3

**Manager Rating**

3

**Employee Comments**

**Manager Comments**

### **Building Organizational Talent**

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**

3

**Employee Comments**

**Manager Comments**

N/A

**Individual Development Plan for: FY10  
Stewart, Richard Scott**

**No Individual Development Plan entries found.**