

## Performance Document FY09 for: Richard Stewart

Performance Template: Perf Doc 1

Document Status: Review Conducted

**Job Title:** Programmer/Analyst 4

**Job Grade:** 505

**Business Unit:** Pharmacy Systems & Automation

**Manager:** Calvin Gaddis JR

## Performance Objectives

### AR conversion

Work with Keith to develop AR conversion

**Employee Rating:**

3

**Manager Rating:**

3

### Employee Comments:

Contributed code towards bringing in the AR conversion changes on schedule.

### Manager Comments :

This goal was met. Richard was major contributor to this project.

### LTC Conversion

Work with Keith to develop AR conversion

**Employee Rating:**

3

**Manager Rating:**

3

### Employee Comments:

Contributed code towards bringing the LTC conversion changes on schedule.

### Manager Comments :

This goal was met. Richard contributed to this project.

### Conversion process training

Become familiar with the entire conversion process so that you are prepared to support conversion specialists as needed.

**Employee Rating:**

3

**Manager Rating:**

3

### Employee Comments:

Worked to get up to speed on conversion; assisted with the setup of a conversion server for testing purposes.

### Manager Comments :

Richard made progress toward this goal. His work on the Renlar conversion project and setting up batch servers for conversion demonstrate progress in this area.

## Competencies

### 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:** 3

**Manager Rating:** 3

**Employee Comments:**

**Manager Comments :**

Richard is new but appears to be seeing the big picture and I expect him to perform well in this area.

**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:** 3

**Manager Rating:** 3

**Employee Comments:**

**Manager Comments :**

Richard has met my expectations on commitment and accepting responsibility for his work.

**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:** 3

**Manager Rating:** 3

**Employee Comments:**

**Manager Comments :**

NA

**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:** 3

**Employee Comments:**

**Manager Comments :**

Richard demonstrates this competency

**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.

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	<b>3</b>
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**Employee Comments:**

**Manager Comments :**

Richard has demonstrated sound and timely judgment.

#### 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.

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	<b>3</b>
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**Employee Comments:**

**Manager Comments :**

Richard communicates well and without any hidden agendas.

#### Sensitivity

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

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	<b>3</b>
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**Employee Comments:**

**Manager Comments :**

Richard seems to relate well to others and listens with appropriate sensitivity.

#### Mature Confidence & Integrity

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

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	<b>3</b>
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**Employee Comments:**

**Manager Comments :**

Richard demonstrates mature confidence and integrity.

#### 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.

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	<b>3</b>
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**Employee Comments:**

**Manager Comments :**

na

**ICARE Values Summary**

**ICARE Summary**

Integrity: We do what's right. Customer First: We succeed when they succeed. Accountability: We take personal responsibility and expect the same in return. Respect: We treat people with dignity and consideration. Excellence: We insist upon quality.

**Employee Rating:**

3

**Manager Rating:**

3

**Employee Comments:**

**Manager Comments :**

Richard demonstrates the ICARE principles.

**Individual Development Plan**

**Mid-Year Comments**

Review conducted on:

**Employee Comments:**

**Manager Comments :**

**Year-End Review**

Review conducted on: 27-MAY-2009

**Employee Rating:**

3

**Manager Rating:**

3

**Employee Comments:**

I would like to take this chance to say that I have appreciated the opportunity to work for McKesson. I have worked hard to contribute, and appreciate the acknowledgements from leadership.

**Manager Comments :**

Richard has performed well and met my expectations

## Signature Section

Review acknowledged on:

Richard Stewart

Date

Calvin Gaddis JR

Date