**Performance Document FY12 for:Richard Stewart**

Performance Template: Perf Doc 1

Document Status: Tracking

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

**Performance Objectives****Business Unit Objective**

Contribute to Overall Business Unit objectives. Total weight of this goal is 10% Business Objective-----Individual Weighting Operating Profits (Excl Parata)-----4% Bookings (product, services, and renewals)---1% Revenue (product, services)-----2% Net Promoter Score-----2% One McKesson Value (\$) (pull trough)-----1% Total Weighting-----10%

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	
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**Employee Comments:****Manager Comments:****Improvements to Conversion index maintenance procedures**

Develop Improvements to process used to create foreign key indexes required for conversion. Current process has several issues, among them- 1-Cost of time required to create the indexes every night 2-Subject to failure due to other processes having locks on tables that need indexes created (ETL, IVR etc ) Goal: Develop new process that is more reliable and less resource consuming. Consider use of invisible indexes. Indexes must not interfere with application performance and that must be proven in testing. Time constraint: should be included in ERx version 3.2

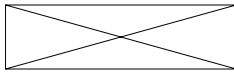
<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	
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**Employee Comments:**

As of 2011-10-31, I have had much involvement in the foreign key indexing issue. Ongoing, I shall work to stay apprised of the issues there and take over from Bron whenever necessary.

**Manager Comments:****Enhancements to Divestiture process**

Enhancements to Divestiture process Divest and Conversion process is being recommended for moment of client data between environments. The Divest process must be improved to include 1-AR Data 2-LTC data 3-All types of Images QA testing of divesting and reloading has resulted in several bug and improvement tickets. Spread sheet attached. Success will be measured by completion of the above improvements and resolution of the attached issue list. Time Constraint: Should be available in 3.2 release.



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

As of 2011-10-31, the improved divestiture code has been in production use for multiple customers, both as a pure divestiture tool and as a tool to move customers from one EnterpriseRx host to another. The improvements in production thus far have reduced the time needed to divest the Rx-domain data. It is now practicable, for example, to extract three years' worth of data, typically within two hours. The previous divestiture implementation forced users to extract only one year's data at a time. The previous implementation was also much more prone to ORA-01555 "snapshot too old" errors, which imposed further waiting for operations personnel to clear out the rollback segments. Further improvements for AR divestiture are under way and the initial coding work should be completed not later than 2011-11-11.

**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.

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

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

<b>Employee Rating:</b>	<b>3</b>	<b>Manager Rating:</b>	
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**Influences Others**

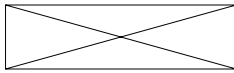
Promotes ideas and proposals persuasively, shaping people's opinions. Wins buy-in for initiatives and works through conflicts, while building positive working relationships.

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

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

3

**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:**

3

**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:**

3

**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:**

3

**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.

**Employee Rating:**

3

**Manager Rating:****Strengths & Areas to Develop****Key Strengths**

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

**Employee Comments:**

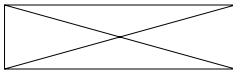
\* Performance tuning of Oracle-based processes \* Assisting others to use Oracle effectively \* Documentation, including troubleshooting documentation

**Manager Comments:****Areas to Develop**

List up to four (4) areas to develop.

**Employee Comments:**

\* Take on more production support issues: focus on production support for at least 1 hour during at least four days per work week. \* Improve pharmacy business literacy and EnterpriseRx literacy. \* Increase literacy and competency with Java, web-based application architectures, and programming models used by EnterpriseRx. \* Look for "low-hanging fruit" areas in which Oracle performance could be improved at relatively low risk.

**Manager Comments:****Individual Development Plan****Mid-Year Comments**

Review conducted on:

**Employee Comments:**

Improvements to the divestiture code are ongoing, and as mentioned above, initial AR divestiture coding is almost complete. I appreciate the opportunity, and realize that I must balance ongoing divestiture work with the day-to-day production support issues.

**Manager Comments:****Year-End Review**

Review conducted on:

**Employee Rating:****Manager Rating:****Employee Comments:****Manager Comments:****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****Yes****Date Checked****04-NOV-2011****Signature Section**

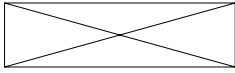
Review Acknowledged on

Richard Stewart

Date

Calvin Gaddis JR

Date



This document is being placed in your personnel record.