

Forte 2018 Sharath B Somashekariah

Business title: Business Intel Engineer III
Manager: Sameer Balgi, sameerb@
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Employee portion

What are you most excited about at work?

New technologies to solve the complex problems and serve multiple stakeholders. Also having good team mates with knowledge in different tools which help in connecting the dots easily to solve a problem.

When you're at your best, how do you best contribute?

I am better at learning new things in a very short period time and solving the critical problem with simple solutions. I am also better at finding workarounds to time critical blockers.

Which Leadership Principles do you demonstrate when you are at your best?

Invent and Simplify

Leaders expect and require innovation and invention from their teams and always find ways to simplify. They are externally aware, look for new ideas from everywhere, and are not limited by "not invented here." As we do new things, we accept that we may be misunderstood for long periods of time.

Think Big

Thinking small is a self-fulfilling prophecy. Leaders create and communicate a bold direction that inspires results. They think differently and look around corners for ways to serve customers.

Earn Trust

Leaders listen attentively, speak candidly, and treat others respectfully. They are vocally self-critical, even when doing so is awkward or embarrassing. Leaders do not believe their or their team's body odor smells of perfume. They benchmark themselves and their teams against the best.

What growth ideas do you have for yourself? (optional)

Should be able to document and communicate the projects better than now.

Are there any Leadership Principles you want to focus on for growth? (optional)

Ownership

Leaders are owners. They think long term and don't sacrifice long-term value for short-term results. They act on behalf of the entire company, beyond just their own team. They never say "that's not my job."

Dive Deep

Leaders operate at all levels, stay connected to the details, audit frequently, and are skeptical when metrics and anecdote differ. No task is beneath them.

Insist on the Highest Standards

Leaders have relentlessly high standards - many people may think these standards are unreasonably high. Leaders are continually raising the bar and drive their teams to deliver high quality products, services and processes. Leaders ensure that defects do not get sent down the line and that problems are fixed so they stay fixed.

Feedback

You bring a lot of strengths to your work at Amazon. What stands out for me is:

Sharath's ability to identify business problems to solve, helping prioritize them by demonstrating their value to business, build data pipelines to provide an end-to-end solution to business is truly impressive. He has shown a remarkable ability to dive deep and stay connected to details while also being able to take a 10000 ft overview and identify the org's need from a process perspective.

Here are the super powers your peers provided:

Customer obsession and deliver results: Sharath helped us created new tables to accommodate our team growth, such as new tables to allow multiple DCCs, new tables with added columns (warning_action etc), and new tables to support continuous classification effort. Hire and develop the best: Sharath shares the jobs and related information with us,

and answer questions whenever we have one.

Helps in problem solving. Ownership, invent and simplify

In my limited interaction, I have observed that technical knowledge is one of Sharath's key strengths. He also understands the problems (wrt C-Ops) and you can look forward to his inputs on getting solutions with respect to his domain.

Sharath always delivered accurate results. Whenever had a question about data Sharath always had time to answer. He shared his knowledge and always provoke to think big and look wider. In case of any discrepancies he delivered proper results and encourage me to act and seek the solution to get similar results.

Sharath has a great database expertise combined with a deep knowledge of the Amazonian processes. This enables him to easily understand the impact of an analytical improvement and recommend approaches with the best results on long term.

Sharath has always been a source of information since I have joined the team. He has information about the data flow in RP and is always available to give you more insight on the availability or not of the data. He makes sure to keep you updated on your projects with meetings or by updating the wiki.

Sharath has the power of teamwork. Sharath was a blast to work with on Redshift tasks, his ability to brainstorm and think outside the box led to solving problems that went on for months. He has wonderful attitude and makes you feel welcome.

Sharath has very good people skills. He has a very good bias for action and he makes sure the requirements are crystal clear before executing his projects. He also exhibits a very good ownership.

Sharath is an amazing partner that can dive deep, get to the root of a problem and bring it back high-level to move the needle forward. He represents him and his team very well and has a very positive outlook. He has a strong sense of accomplishment to achieve results and also knows when to push back.

Sharath is a confident and effective team player. He ensures his team makes right decisions and provided critical input(s)/feedback. He is well updated with the on-goings in the organization and actively shares his valuable knowledge within the team. He has good negotiation skills that help resolve conflicts within the team, and also solve problems for the best interest of everyone.

Sharath is able to quickly digest new information and deliver mechanisms that allow for the program to pull metrics and reports. He has a wealth of knowledge of existing tools that he leverages to automate manual processes.

Sharath is an extremely willing and helpful partner and is very data-savvy. I can always trust him to help solve a data problem with urgency. He is customer focused and understands the impact of his work to our team. Sharath is a problem solver and takes on challenges enthusiastically. He is a collaborative partner and great to work with.

Sharath is quick to act and deliver results as quickly as possible for his customers. He's responsive and receptive to new requirements and directional changes on projects while also voicing his concerns. Sharath balances his bias for action with patience when project churn occurs. Alignment is always reached when working with Sharath on projects.

Sharath is terrific at understanding business processes and building data models and processes that support them. He is also great at helping coordinate across global teams. He has terrific ownership which earned him the right to manage two major pieces of HS3C businesses (RPC and COPS). Both of these groups will appreciate the value he brings to the table.

LEADERSHIP_PRINCIPLES_BEYOND_THOSE_LISTED_BELOW:_DELIVER_RESULTS,_EARN_TRUST,_INVENT_AND_SIMPLIFY

Sharath provides detailed explanations to help users understand business and technical questions. He is able to quickly direct me to the right data source and logic and shares his knowledge very generously whenever I have a question or need feedback.

Sharath's super power is putting data into context and extracting the information. Sharath is diligent, detail oriented and takes data driven decisions. He has a great ownership and customer obsession where he understands the business and how he can add value to it. He is very transparent and gives visibility to his stakeholders

Sharath_has_a_strong_knowledge_in_data_and_tables. He has been able to utilize his knowledge to build classification tables that allowed two different business teams to launch in_2017. He has collaborated with the SEC team and business teams to ensure the tables he creates and the data feeds allow the business teams to have a binary decision as to what can be enabled vs. what cannot.

Very easy to work with, attention to detail and ability to multi task to resolve complex issues.

The Leadership Principles are a key component of Amazon culture. Your peers, direct reports (if applicable), and I think you best demonstrate the following Leadership Principles:

Ownership

9 responses

1 manager, 8 peers

Leaders are owners. They think long term and don't sacrifice long-term value for short-term results. They act on behalf of the entire company, beyond just their own team. They never say "that's not my job."

Bias for Action

8 responses

1 manager, 7 peers

Speed matters in business. Many decisions and actions are reversible and do not need extensive study. We value calculated risk taking.

Deliver Results

8 responses

1 manager, 7 peers

Leaders focus on the key inputs for their business and deliver them with the right quality and in a timely fashion. Despite setbacks, they rise to the occasion and never settle.

Customer Obsession

7 responses

7 peers

Leaders start with the customer and work backwards. They work vigorously to earn and keep customer trust. Although leaders pay attention to competitors, they obsess over customers.

Invent and Simplify

4 responses

4 peers

Leaders expect and require innovation and invention from their teams and always find ways to simplify. They are externally aware, look for new ideas from everywhere, and are not limited by "not invented here." As we do new things, we accept that we may be misunderstood for long periods of time.

Learn and Be Curious

4 responses

4 peers

Leaders are never done learning and always seek to improve themselves. They are curious about new possibilities and act to explore them.

Dive Deep

3 responses

3 peers

Leaders operate at all levels, stay connected to the details, audit frequently, and are skeptical when metrics and anecdote differ. No task is beneath them.

Have Backbone; Disagree and Commit

2 responses

2 peers

Leaders are obligated to respectfully challenge decisions when they disagree, even when doing so is uncomfortable or exhausting. Leaders have conviction and are tenacious. They do not compromise for the sake of social cohesion. Once a decision is determined, they commit wholly.

Think Big

2 responses

2 peers

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Earn Trust

2 responses

2 peers

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Insist on the Highest Standards

1 response

1 peer

Leaders have relentlessly high standards - many people may think these standards are unreasonably high. Leaders are continually raising the bar and drive their teams to deliver high quality products, services and processes. Leaders ensure that defects do not get sent down the line and that problems are fixed so they stay fixed.

Hire and Develop the Best

1 response

1 peer

Leaders raise the performance bar with every hire and promotion. They recognize exceptional talent, and willingly move them throughout the organization. Leaders develop leaders and take seriously their role in coaching others. We work on behalf of our people to invent mechanisms for development like Career Choice.

Are Right, A Lot

1 response

1 peer

Leaders are right a lot. They have strong judgment and good instincts. They seek diverse perspectives and work to disconfirm their beliefs.

Frugality

1 response

1 peer

Accomplish more with less. Constraints breed resourcefulness, self-sufficiency and invention. There are no extra points for growing headcount, budget size or fixed expense.

We know that leaders are never done learning and always seek to improve themselves. Below are the growth ideas your co-workers and I provided. We hope you find these ideas useful.

Growth ideas from me:

Sometimes Sharath has a way of getting frustrated when things are not going his way. We need him to be patient and fight through the bad stretches while doing his part to improve them. Other area of growth is in the analytics space. I want to see him build at least ½ end-to-end analytical solutions involving some component of ML/forecasting/scheduling this year.

Growth ideas from your peers:

1. Sharath's get into too much of detail and sometimes loses focus. He is unable to keep the end goal in front of him and can get digressed. 2. May be it is too early I feel sometimes he loses interest in the project mid way and can lose his focus. He has great skills and can help business significantly

Dive deep and insist on the highest standard: Sharath needs to spend more time on diving deep into the table logics and ensure the jobs run properly. Given the current team bandwidth and the issues of SC BQS data it could be challenging. However, the data availability and quality have huge business impact.

Growth ideas i would suggest for Sharath are Think Big and Customer Obsession. Since he is one of the key point of contact for data from HS3C I think mastering more these two principal will make him more successful and achieve great goals.

I would like Sharath to empower more his peers. This way he will not only share from his vast knowledge, but also find resources to allocate a part of his responsibilities and have the opportunity to focus more on planing and decisions, rather than actions.

Sharath can miss details and can sometimes "jump the gun". He has accidentally dropped a required column and broken a couple tables in his attempts to get things done quickly. Although he always fixes the problem, these have caused minor disruptions due to a slight lack of attention to detail. Focus is an area where he could use some focus.

Sharath can work on earning trust of his customers on critical projects that impact business continuity. An opportunity to submit feedback / input into the strategy prior to execution would ease concerns that requirements are being met. Without this opportunity, his bias for action can negatively impact customers by implementing changes that aren't aligned to their needs.

Sharath could improve on thinking one-step ahead of what the team may request and provide long-term solutions that would potentially prevent the number of data issues we are experiencing. Example would be to suggest having an alarm in place so we know when something may potentially be wrong with the data tables.

Sharath should continue to work on quality checking his work. I continue to find data quality issues with tables that he builds even though they are production ready. It is better to slow down and double check than to move too fast.

Sharath tends to get a little down if things don't appear going his way. I would strongly encourage him to stay positive and try to influence things his way.

Sharath worked on multiple projects and tasks. This impacted his ability to deliver one task in time. Better time management and ownership of tasks can impact the timeline for delivering results.

Since Sharath has a lot of knowledge in this area and also has a high workload, I would suggest that he can have more conversations to share more about his suggestions, questions and concerns to make sure he can have needed support on projects.

Sometimes Sharath gives away the best of himself to the workplace distractions that shows he is inconsistent in delivering results to his customers (in reality that's not the case). He is very smart and talented and learning to strike a balance will prove to be of great use for his career growth.

Here are the Leadership Principles your peers, direct reports (if applicable), and I suggest you focus on for growth:

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Thank you!

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