

Forte 2020 Sharath B Somashekariah

Business title: Business Intel Engineer III
Manager: Jefferson Lu, jefferlu@

Employee portion

What are you most excited about at work?

I am most excited about solving the hard & impactful problems which enrich my knowledge and provide new challenges and gets me out of my comfort zone.

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

When I am at my best, I tend to solve, not just what the customer needs at that moment, but also solve the potential next problems which may occur and solve for them as well. This makes customer delighted about the output.

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

Bias for Action

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

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.

Learn and Be Curious

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

What growth ideas do you have for yourself?

I would like to improve my scientific approach of solving problems and learning people management skills.

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

Hire and Develop the Best

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.

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.

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 superpowers are his resourcefulness, his vast knowledge of all that Amazon has to offer and his ability to find a solution to any problem. His breadth of work across HeadCT, Refund Project, SDP are a testament to the diverse skills that he possess. In addition, I really appreciate Sharath building the skillset of the finance community by conducting training sessions on SQL, Dashboards and our infrastructure.

Here are the super powers your peers provided:

1. Very collaborative and is ready to share knowledge and help.
2. Displays a learning spirit.
3. Never hesitant to take ownership in a shared project.

Always trying to learn something new and be curious about the problems.

Data and results. Sharath is incredibly talented with the data the finance team uses and understanding how the tables work. He also very good at delivering results based on the finance team's requests.

He has the go-getter attitude of getting things done. Additionally he always goes over and above to dive deeper to ensure the work we are doing makes sense with a business lens in mind (end to end focus)

One of the super powers that Sharath exhibits is his ability to develop and coach his peers. Instead of providing just a solution, Sharath enables others to picture what is happening through a series of examples and comparisons. Ultimately, this allows others to be more independent and knowledgeable when dealing with data sets.

Sharath has an amazing ability to work with a smile and a calm demeanor while stress and high pressure is around him. It is a pleasure working with him for this reason along with his ability to build tools and SQL for his customers.

Sharath has been my go to person when it comes to any kind of data requests or understanding the finer nuances of the agency/advertising data. He is very knowledgeable, has high sense of ownership and has earned trust through his deliverables and deep dives.

Sharath's super power is that he has never been constrained by technical limitation and he is always able to innovate further and further (several steps further than the offering from other BIE). He is also working well with other finance stakeholders and is considered "central FP&A" as he has been very proactively solving HeadCT issues.

Sharath's superpower is his ability to always lend a hand and go beyond his duties. He is a great colleague that will always help in any task and his calm demeanor and empathy works to earn trust with everyone.

Sharath's superpower is his ability to deliver results, no matter how difficult the task is or how little time he has to put things together. Even when there is little to no data available, Sharath is able to 'hack' his way into a workable solution and unlock his business partners to make a decision and proceed forward.

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:

Invent and Simplify

5 responses

5 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.

Dive Deep

4 responses

4 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.

Ownership

4 responses

1 manager, 3 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.”

Deliver Results

4 responses

1 manager, 3 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.

Bias for Action

3 responses

3 peers

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

Learn and Be Curious

3 responses

3 peers

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

Earn Trust

2 responses

1 manager, 1 peer

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Customer Obsession

1 response

1 peer

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.

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.

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:

I think Sharath can solve world hunger if he applies his mind to it. I would like Sharath to Think Big in a proactive way and create a plan to solve those problems. Knowing his career aspirations, he needs to identify big problems and tackle them head-on without being asked for it. That will pave the path for him to be a Director.

Growth ideas from your peers:

A potential growth area for Sharath is on insisting highest standards. With the amount of downstream impact that his job has, it would be highly beneficial to everyone if the finished job is more thoroughly checked for accuracy.

An area of growth for Sharath is focusing on what the data means and how it's being used. This will help his the great reports, tools and SQL be even more powerful.

As Sharath grow his technical skills and business acumen, I would suggest Sharath learn to be more persistent in spite of challenges or setback, and be more open to constructive feedback.

Data powers most decisions at Amazon, however it is very important to be able to communicate complex large sets of data in a simple manner. He should focus on working towards communicating to different level of stakeholders with different level of details (adjust communication and messaging based on audience).

He should continue to leverage his skills wrt developing scalable solutions/dashboards. These will help drive a lot of direct impact through his work. I would also recommend that he should get involved with hiring if he is not involved in that so far.

I would encourage Sharath to develop a personal organization structure which would allow him to keep track of deliverables and proactively drive them forward. During peak periods where bandwidth is low, I've noticed him sometimes forget about a commitment or deadline which caused me to follow up with a reminder, and caused him to rush through the project.

Insist on the highest standards and always challenge for higher standards.

Need to understand and strengthen domain related knowledge. For instance, understanding how the data is used by the end users will be helpful in coming up with better ways to present it.

Sharath has taken ownership of the HC dashboard and also supported any issue sin the URR as well as helping with any queries or reports. My challenge to him for 2020 would be to learn more about the URR and tables associated with it. He can be a great asset if his scope increases.

Sharath's greatest strength is also his greatest growth opportunity. Again, he is very good with all of the data, but sometimes he assumes that everyone else around him understands the data like he does. It is a great opportunity to teach people about SQL or help them better understand everything he knows.

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

Insist on the Highest Standards

6 responses

6 peers

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2 responses

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2 responses

2 peers

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Think Big

2 responses

1 manager, 1 peer

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direction that inspires results. They think differently and look around corners for ways to serve customers.

Dive Deep

1 response

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Bias for Action

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Have Backbone; Disagree and Commit

1 response

1 peer

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.

Learn and Be Curious

1 response

1 peer

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Earn Trust

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Thank you!

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