For your personal objectives please assess how you have performed this year, particularly where you haven’t met or have exceeded your objectives.

|  |  |  |  |
| --- | --- | --- | --- |
| My Objectives | What does performance look like? | My Comments | Manager Comments |
| Help your team to grow | * Be a mentor/coach to more junior developers in your team * Be a role model of best practice in your team | Will work on sharing good practices; maybe we could think of something to replace codewars. |  |
| Help build our culture of learning and personal development | * Run sessions at Hive, DevCon and other communities of practice * Write a tech blog bringing in new ideas * Run cross-team knowledge sharing sessions | Have run a DevCon session, I’m planning to do others.  Writing a blog article is one of my targets. |  |
| Build the relationship between technology and customers | * Work directly with customers, e.g. Working Groups, User Groups, CLASS Conference etc * Work with other stakeholders or partners | How do dev teams work directly with customers at Heywood? |  |
| Build our culture of continuous improvement | * CI proposals agreed and underway * Lead on a CI initiative * Significant contribution to removal of technical debt | Will work towards leading on one CI initiative or contribute to removing some technical debt. |  |
| Be an SME in at least one technology/product/functional area | * Acknowledged as an SME/ go to person by colleagues, such as contributing to three amigo sessions * Lead on intractable Live support issues | Will work on being SME in one area. |  |
| Be a technical lead within your team | * Be a technical lead on a BO / Epic * Ensure security is considered throughout the development process | Can work on helping the team considering security best practices throughout development. |  |

For your personal objectives please assess how you have performed this year, particularly where you haven’t met or have exceeded your objectives.

|  |  |  |  |
| --- | --- | --- | --- |
| My Objectives | What does performance look like? | My Comments | Manager Comments |
| Give honest & constructive feedback to your peers | * Complete all requests for 360 feedback on time with good quality comments * Be actively engaged in team retros | Will complete all requests for 360 feedback.  Will be more engaged in retros. |  |
| Contribute to our culture of learning and personal development | * Be actively engaged in Hive, DevCon and other communities of practice * Significantly improve your knowledge of a technology / framework / language / approach * Help us evaluate new tools, frameworks or approaches * Contribute to pair programming and code reviews | As much as possible can do Hive or DevCon sessions.  I keep an eye on what tools and frameworks are out there.  Can share that with the team more frequently. |  |
| Write high quality code every sprint | * All commits meet our code quality standards with good test coverage * Positive feedback from team | Can keep working on having good quality code. |  |
| Deliver high quality releases to clients | * Contribute to the successful release of your product(s) – e.g. Release Readiness, TWP, Live Support * Contribute to the removal of technical debt * Active contributor to removing customer raised defects | Will work towards being engaged in release readiness. |  |
| Fully understand all Business Objectives / Epics you are working on, what we are trying to achieve and how that will benefit customers. | * Contribute to refinement sessions, asking questions to clarify where you don’t understand & ensure your whole team has a solid grasp of all stories | Will work towards asking more questions during refinement sessions. |  |
| Keep up to date with all admin (e.g. Jira, Productive etc) | * Productive completed on time each week/month end * Jira kept up date and your team understand what you are working on | Will keep completing Productive and updating Jira. |  |
| Prioritise security in your work and our products | * Complete monthly infosec training * Use AI Tools Responsibly * Consider security as part of all developments * Report any suspected security incidents | Will keep completing infosec trainings and consider security as part of all developments. |  |

For the foundation objectives please assess how you have performed this year. You only need to add comments where an objective has either not been met or has been exceeded.

|  |  |  |  |
| --- | --- | --- | --- |
| Objective | Foundation | My Comments | Manager Comments |
| To hit or exceed our financial targets | * Support the Company to hit or exceed its FY25 EBITDA target | Will support as needed. |  |
| Grow the Company and increase our client base | * Support us securing additional revenue from existing clients and in bidding for and winning new name clients | Will support as needed. |  |
| Make sure this is a great place to work | * Adopt and demonstrate the Company culture and values in everything you do * Support your colleagues and help everyone reach their potential * Regular in-person collaboration as needed by and appropriate for your team | Will support as needed. |  |
| Keep our clients, by keeping them satisfied | * Think about your customer (internal or external) in how you go about your daily work * Deliver what you/we promise | Can work towards delivering what we promise. |  |
| Keep our products and services relevant | * Support product and service initiatives * Share any ideas you have for product or service initiatives via internal Aha! | Will support as needed. |  |
| So the company is well run | * Complete mandatory training * Help us identify further ways of improving ESG | Will keep completing mandatory trainings. |  |