

Reflection Type

Project Reflection

People

 **THERESA REINHARD**
Creator

 **Pradeep Garlapati**
Reviewer

 **Sherman Parish**
Viewer

 **Bruce Anderson**
Viewer

 **BILL RADFORD**
Viewer

Title

Project Assessment: TD/Synnex WD2WD Merger

Reflection details

 Mar 1, 2022 - Jun 30, 2022

Project skills

Enterprise Strategic Skill-Cloud

Description

Data Lead on 20k EE WD2WD migration for TD/Synnex Merger

This project was a great challenge but ultimately flowed very smoothly. It was nice to be involved from start to finish: kick-off/requirements gathering until go-live/catch-up.

I enjoyed getting to lead the client on every step. Since it was WD2WD, the IBM team owned the EE conversion process from extraction to validation reports. It was exciting to dictate and execute the strategy at each build and into cutover.

The major challenges/nuances were loading benefits data from an external source system and accommodating a last minute request to load hundred of future hires. As a result, I learned new skills: benefits conversion (thanks Bill!) & custom report building for future-dated data.

Thanks to Bruce, Pradeep, Bill & Dhaval for keeping this project organized and on track.

Highlights

Reviewer summary

Theresa was excellent on this project. She brought in the right skills and helped the client succeed. She is a very trusted resource and highly skilled in her area. She brings value to the project with her prior experience. I really appreciate her taking lead on this project and also mentoring the junior team members and guiding them at every step. I am glad she was part of my team and looking forward to working with her in the future.

Ratings and review

Delivered with impact

⌵ Strongly agree

Built client trust

⌵ Strongly agree

Collaborated to succeed

⌵ Strongly agree

Demonstrated growth mindset

⌵ Agree

Innovated with purpose

⌵ Agree

Embraced different perspectives

⌵ Agree

Process

- ✓

Employee creates Project reflection

⌵
- ✓

Reviewer adds commentary and rating

⌵
- ✓


Project reflection shared and closed

Reflection Type

Project Reflection

People

 **THERESA REINHARD**
Creator

 **Wesley Feuz**
Reviewer

 **Wesley Johnson**
Viewer

 **VIRGINIA CRUZ**
Viewer

 **Sherman Parish**
Viewer

Title

Project Assessment: Kraft Heinz Advanced Compensation

Reflection details

 Oct 1, 2022 - Nov 30, 2022

Project skills

Enterprise Strategic Skill-Cloud

Description

Virginia, Wesley & myself stepped into this project to cover another consultant who resigned. I had some apprehension about being involved with an advanced comp project, given I had no experience or certification. The first couple weeks of KT and initial work was challenging. In addition to getting acquainted with the client and their unique needs, there was a long list of new adv comp concepts to learn about. Thanks to the amazing support of our SME Virginia, a very organized and understanding Delivery Lead Wesley F., and great functional support from Wesley J.....together we made the transition work. The client is generally happy.

The biggest lessons for me -- besides all of the new advanced comp I learned -- was about keeping an open mind when staffed on projects you aren't prepared for. At first, there is a big learning curve. But in the end, it's worth it because now I am grateful to know a bit about a new area...and more importantly how functional PPS work is structured. Now I feel more confident about being thrown onto other

functional support roles. I will carry this idea/attitude away to our DC team...as it is becoming more and more common for folks to fill roles they aren't necessarily prepared for.

Feedback to Leadership:

As long as Leadership/PMs are receptive to below...as was true in this project (thanks Wesley F!)...I believe these arrangements can work out. I have seen examples where the below was not executed properly and we end up with very unhappy consultants...or worse...losing people..

- 1) staffing the project with a strong SME. A mentor without billable hours does not cut it.
- 2) being flexible on billable hours - as there are more hours needed with transition and unexperienced consultants
- 3) extra support for the consultants being thrown into these situations e.g. 'what are your long term career goals and i'll show you how this opportunity can relate' 'thanks for stepping in' 'here are blue points' etc.

Highlights

Reviewer summary

Theresa, thank you so much for your support of both the Kraft Heinz and MVW projects. The flexibility and growth that you demonstrated taking these projects on was extremely helpful in order to support the clients through the resourcing transitions.

For Kraft Heinz, there was a huge risk that the client would escalate to the IBM Account Level leadership if there was any delay or misstep in the 2023 merit process project. To your credit, you led the team through a successful transition, successful Advanced Compensation build and helped to prepare the client for testing. There were no escalations and I have only received positive feedback. This was a huge 'win!'

For MVW, this was an entirely different role for the both of us, supporting a client through the process of maturing their data governance thinking and improving their Workday tenant by updating company, cost center, location and other foundational data to better meet their go-forward needs. During this process, there was no break in the progress of the team and the client was extremely appreciative of your contributions.

Thank you, Theresa! It is always a pleasure working with you!

Ratings and review

Delivered with impact

👉 Strongly agree

Built client trust

👉 Strongly agree

Collaborated to succeed

👉 Strongly agree

Demonstrated growth mindset

👉 Strongly agree

Innovated with purpose

🕒 Strongly agree

Embraced different perspectives

🕒 Strongly agree

Process

✔ Employee creates Project reflection



✔ Reviewer adds commentary and rating



✔ Project reflection shared and closed