

Thomas Meadows

Beeline Annual Performance Review – 2023

TABLE OF CONTENTS

MANAGER REVIEW

Wade Reed	2
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SELF REVIEW

Thomas Meadows	5
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RESPONSES OVERVIEW

By reviewer	2
-------------------	---

By question	9
-------------------	---

Manager review



Wade Reed

Manager, Enterprise Applications

1. To what degree did this person meet your expectations for their performance? Did they accomplish their goals?

Think about how happy and impressed you were with their performance during the last year. Did they achieve (generally) all that you'd hoped for them to during this time. Were there areas that you wanted to see more progress or delivery?

Thomas - I think you do a really good job in setting goals and making sure that you achieve them. This is not always easy because priorities can change very rapidly. You dug into the vue upgrade on your own. You also made sure to put together a presentation that was not just for developers but also useful to others in the business. I also appreciate your willingness to investigate and troubleshoot the new applications the team has been working on.

2. What's one thing this person should continue doing?

What is this person good at, that you don't want to see change or them stop doing? Perhaps this is a trait that they offer the best example for, and that you'd like others to emulate.

I would say keep delivering like you have been. You're delivering high quality work and I appreciate it.

3. What's one thing this person should start doing?

What is something that you'd like this person to do, that they don't currently? This could be an opportunity for development in that specific area too.

It's not really so much a start but keep working with team like you have been doing. It may be good to include the tester sooner. The change to enterprise applications probably introduced some new challenges.

4. What's one thing this person should stop doing?

What is something that brings this person down, from a performance, communication or relationship perspective? This could be a 'blind-spot' for this person, so be thoughtful and honest in your answer.

I don't have a specific thing that you should stop doing.

5. What areas do you see as specific opportunity for development or potential for this person?
How can you help them achieve this growth, as their manager, over the next 6 - 12 months?

Be as detailed as you can here, and also be clear on how you can help them achieve improvement / growth in this area.

You're use to working with enterprise applications but we are working with them in a different way. There is a lot of research and investigation on connecting them. Ideally the team will have some internal apps like BIT and application gateway where we can manage them from a more traditional development perspective.

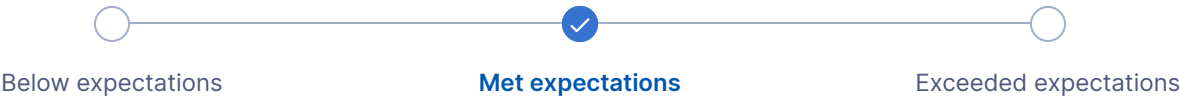
6. Please rate the extent to which this goal was accomplished last year.

Below Expectations: Did not consistently contribute to goal achievement nor achieved overall targeted performance for this goal. The quality of performance was inadequate and showed little or no improvement. Employee may have required significant direction or assistance to meet this goal or performance target.

Met Expectations: Consistently demonstrated effective performance in meeting this goal. Has reliably met, or at times exceeded, the expectations of timeliness and quality associated with this goal or targeted performance. Contributed to the overall objectives of the department and/or the organization.

Exceeded Expectations: Significantly and consistently exceeded expected results for this goal or performance target. Demonstrated initiative in accomplishing this goal or targeted performance, consistently going “above and beyond expectations.” Achieved valuable accomplishments in several critical areas of this goal or targeted performance. An exceptional contributor to the success of the overall objectives of the department and/or organization.

Goal: Certification



No written response

Goal: Deliver the ability to override payroll supplier options



No written response

🎯 **Goal:** Give presentation



Below expectations



Met expectations



Exceeded expectations

No written response

🎯 **Goal:** Investigate what is needed to upgrade to vue 2 and 3



Below expectations



Met expectations



Exceeded expectations

No written response

Self review



Thomas Meadows
Engineer II

1. What went well last year? What accomplishments are you most proud of?

Think about the things that you felt made you 'win' the most last year- the things that felt best, and that made you the most proud.

I was most proud of the fact that I was able to finally upgrade the direct sourcing admin app from a very old version of vuetify 0.x to a 2.x version. I had kept a long running branch for years and was updating it constantly until I finally felt comfortably close to finishing. With the teams help QAing, I was able to finish the project for one of the final things that we did for direct sourcing.

2. What could have gone better?

What didn't make you feel as successful as you'd like? Were there things that you had greater hopes for?

Our team not having a project manager was the biggest problem that we had for the entire year. I still feel like even though we did not have a project manager, we were able to clear out a lot of the backlog and fix bugs for things we had been seeking to fix from years past. In a way, it gave us an opportunity to help strengthen the project for the next team.

3. What area would you most like to improve on in the coming months?

This can be something that is related to specific work tasks, knowledge or skills - or equally, areas that you'd like to improve upon professionally (for example, communication with peers).

I would like to improve our documentation and solidify our direction on the new team for projects covered. I would also like us to have our own dedicated backlog and transfer direct sourcing's backlog over to the new team.

4. Provide an example of one of our company principles that you really bring to life! Be specific!

Which of our principles do you embody better than anyone else - and why? If there is more than just one that comes to mind, you can definitely include those too!

Direct Communication! I am someone who likes to get in front of problems and not let them haunt me. If I need to talk to someone about any issue, I try to talk to them immediately. If I am unable to, I try to "find

the way" as a secondary option and find other people that can help if needed.

5. Is there a company principle that you think you could spend more time with or improve upon? Which one is it, and why?

Simply, is there one of our Nine Principles that you could focus on doing better with? Be honest, and specific - this is a great opportunity for reflection here.

Sales Driven. Since our team does not have a project manager, we have little to no communication with sales or anyone from that side of the business. For that reason, while we are working we should keep an eye on potential sales ideas that can make the company more profitable.

6. What are your current growth and / or career objectives? How can your manager support you with achieving these over the next 12 months?

Think about your growth objectives over the next 12 months, be it based on specific areas of professional or personal development, or as it relates to other roles you'd like to explore. Think about, and provide examples for how your manager can best support the achievement of those objectives.

I would like to get more training or certifications if possible in the next 12 months. Unfortunately, last year I wasn't able to do as much learning as I would have liked. This was mostly due to losing 2 family members and having to move. I hope to look for an opportunity in the coming months.

7. How would you rate the strength of the relationship you have with your manager? Could it be improved in any area?

This is an important check in to see how strong you feel your relationship is with your manager. It's not a trick question, and they're being asked the same thing. This is about understanding where things are great, and any areas you can work on. All relationships need work from time to time, and this aims to support that.



Too New: Still Establishing



Not Very Strong At All



Working Towards Being Stronger



Strong and Growing Further



Extremely Strong

I feel like I can talk to my manager about anything from work to real life problems. I have never had any issues we have not been able to overcome together.

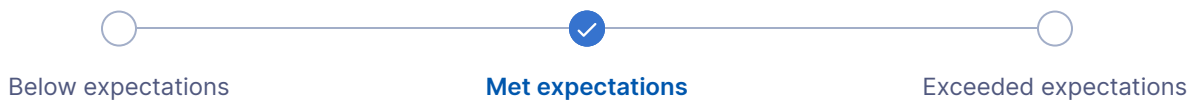
8. How would you rate your achievement against this goal?

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🎯 Goal: Certification



While I was able to recertify my Microsoft certification that I currently have, I was not able to take on an additional certification due to hectic life problems and the death of 2 family members as well as a move to a new home.

🎯 Goal: Deliver the ability to override payroll supplier options



We were able to deliver this feature quickly and effectively as a team at the very beginning of the year. Luke and I did most of the coding on the project with Temmie testing the code. It did not take that long and we were quickly able to move on to cleaning up our backlog after our project manager left.

🎯 Goal: Give presentation



When I created my presentation, even I was surprised at the amount of information I was able to gather

on my topic. The amount of data on communication was overwhelming and I was able to compress it neatly into sections that made sense. When I was finally able to give the presentation at the end of the year, it was a resounding success. I had "**multiple**" people ask if they can download and share my presentation with their family for Christmas which made me extraordinarily happy to be of service not just to those collages at work, but at home as well.

🎯 **Goal:** Investigate what is needed to upgrade to vue 2 and 3



With the teams help, I was able to finish my upgrade to vue 2 and vuetify 2 about mid-year. I also learned the company was pushing for not just an upgrade to vue 2, but also vue 3. Therefore, I updated the goal to explore the possibility of going to vue 3. I was able to get a long running branch going with vue 3 and logging in working but the amount of work needed to go to vue 3 and vuetify 3 far outweighed the amount of time we had available to do the upgrade. Vuetify drastically changed the layout system and we need to do probably hundreds of hours of prep work to make the 3.x upgrade happen.

Responses overview by question

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Thomas Meadows Self

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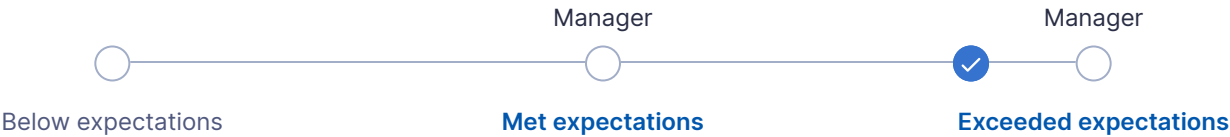
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