Thomas Meadows

Beeline Annual Performance Review - 2022

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Manager review

Jonathan Geist
Director, Software Engineering

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Thomas delivered all requested work for the Direct Sourcing application in 2022 and completed all planned goals. He contributed in multiple areas for the Positive Intent team including improving the performance of various requests in Candidate Evaluation and helping the team deliver new features for the first time in years. The most significant accomplishment for Direct Sourcing, however, was the migration of Direct Sourcing off of Horizon, and this was completed with little impact to clients in 2022. The team also migrated the DS database to serverless Cosmos which is a much cheaper option, and that migration was seamless.

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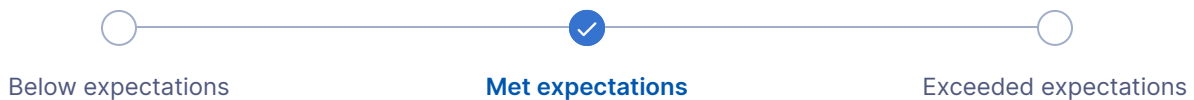tently going "above and beyond expectations." Achieved valuable accomplishments in several critical areas of this goal or targeted performance. An exceptional contributor to the success of the overall objectives of the department and/or organization.

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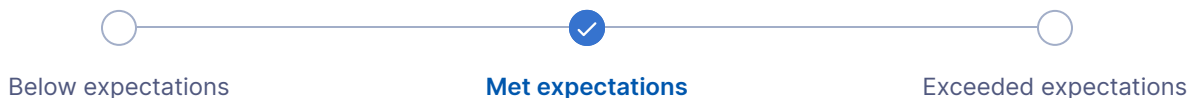| Below expectations	**Met expectations**	Exceeded expectations

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Thomas completed his Azure recertification.

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Self review

Thomas Meadows
Software 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 in 2022 - the things that felt best, and that made you the most proud.

My biggest accomplishment of 2022 was the fact that not only did I complete all of my goals, I was able to do several additional goals. For one of the additional goals, I participated in a hackathon hosted by John Duce. I created a team to target UI/UX in cws. During this hackathon I was able to prove that we can easily start creating modern UI/UX frameworks in the cloud while upgrading the legacy UI/UX in CWS, keeping our company cloud focused. So, not only did we do very well in the hackathon, but we won the entire thing!
I was also able to do another stretch goal and upgrade CWS from legacy fxcop packages to modern roslynn compilers. This is really big because it opens the door for us to have visual warnings in out IDE. There is still more work that needs to be done on this to make it perfect though.

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?

Over all I feel like I did very well considering that I completed extra unplanned goals this year. I would of liked to get vuetify upgraded in our app but it was a lower priority. Also, I could specialize more by learning and getting certifications in areas needed by the business if I knew what would help to advance my career. I could also read more websites and keep up date on more exploits that could affect our company. As a business, I hope that Beeline tackles the legacy UI/UX problems in legacy CWS before they lose clients over it and the technical debt becomes too much to maintain.

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 do what it takes to move into a more challenging position. Currently I feel overqualified for what I am doing since I have over 30 years of experience and would like to find something more challenging to do. I would like to gain whatever knowledge or skills necessary to make sure I'm qualified for any upcoming position.

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. No matter what the situation is, I try to bring up problems and solutions to issues that arise during the software development cycle even if it makes people uncomfortable. If I think a plan is going to takes months or years, I provide alternate solutions that can save the business money even if that solution is not chosen. My ability to directly communicate also helps the "Find the way" principal to allow us to have multiple options for the solutioning so that we can choose what will be best for the client in the short run and long run.

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.

I would like to improve on the principle of "Performance / Quality" focus. The reason is because I do not believe there is such thing as a perfect person, and we all have room for improvement. I believe we all strive to do the best possible at our job at the end of the day. How I could do better at this would be by doing anything from more manual testing to just reading code more thoroughly before the testing phase even begins. This also applies to helping the team and organization to learn the coding craft better.

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.

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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.

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Responses overview by question

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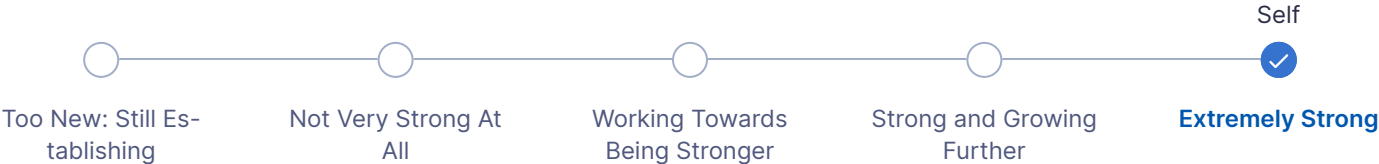
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