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PROJECT FEEDBACK FORM

Employee's Name:	Bikramjit Singh	Date Range	01-Aug-2018 to 15-Dec-2018
Band Level:	B8	Customer(s) / Project(s):	Honeywell (Fusion and Admin Portal + Glss Electron app)
Manager's Name (s):	Shubhi Gupta	Project Role:	Full stack Developer
Career Advisor Name:	Saral	Submission Date	

Overall Self Assessment for the Period: - Below Spec Operating below the minimum performance standards for band level - At Spec Operating at/above the performance standards for band level - Above Spec Above spec & delivered very high impact this half compared to peers	Above Spec

Project: Fusion Configuration Tools
1. **Developer** for last 6 months **(Above Spec)**

Specifications	Responsibilities	Data Points
		Expected :- **1. Authenticate the Fusion Desktop Electron application.** **2. Authenticate the Fusion Angular application using the azure as identity server.** **3. Create a separate .net core project for the api to provide offline token with validity of 7 days with functionality of verified signatures using PUBLIC KEY INFRASTRUCTURE fulfilling the all security checks of cyber security team** **4.Host the api on Azure cloud server.**
Development & Delivery	Accurately schedule and track progress providing visibility to the manager as well as to other team members in an effort to monitor and resolve risk. Understand manager expectations for the work and assists in developing strategies for accomplishing the assigned work Participate in all activities with urgency , results orientation and a strong work ethic. Technical Execution ; Design Robust and extensible product functionality ; Review or prepare design with senior	**5. Provide a secure design for the communication between the panel and the fusion config tools.** **6.Design the Database model for the building management , role management and customer management for the fusion application , It should be a common database for all offline applications so design accordingly.** **7.Demonstrate the concepts and designs to the senior architecture (Manav) and Rajesh (Client) with presentation and flow diagrams and get them approved.** **8. Write api's and stored procedures to insert , delete , update buildings , users , roles and**

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	team members to come to an agreed upon solution	**permissions and map them accordingly.** **9. write an orchestrator for the communication between the admin portal and fusion offline application.** **10. Worked on admin portal code to add fusion as package and offering and define roles on UI added functionality to add users and esd on azure portal using the scripts.** **11. Approached by Rajesh to start a new Poc to design a offline glss application in electron and working on this currently along with fusion project.** **12. Approached by manav(senior architecture of honeywell) to design a WPF application with azure authentication functionality and authorization to access desired api with token - Delivered in 2 hours hashedin team is working on rest functionalities.** **Completed all above expected functionalities before deadline and got written appreciation from client as well**
Communication	**One on One Communication with customers and developers;** **Can Gather and verify the requirements from the customer group;** **Participate in customer meetings;**	**1.Communicated with Honeywell cyber security team to Discuss the requirements and suggest them some better security measures for the offline desktop applications.** **2.Initiated meetings with German guys to fill the communication gap between fusion and honeywell admin portal team.** **3.Meetings with US honeywell team to help them to understand the offline Jwt and Authorization code flow for the backend and frontend applications.**
Methodology (TDM + TF)	Consistently apply project deployment process and team software development process; Act as a role model for the application of team software development process (tracking testing ,code and design reviews)	1.Completed One end to end functionality of offline Token Api and Fusion Config Tools Project With Two germen senior developers. 2.Took the ownership To Design A new Electron Application Of GLSS Which can work without internet connections and load the events with offline map functionality. Test coverage of fusion as above 90%.

Business Context & Scope	Make trade offs , keep team aligned to business value. Customer : Demonstrate an understanding of and consistently incorporate practical value with theoretical knowledge in order to make balanced technical decisions. Communication : Ability to clarify and effectively communicate	1..Helped The team to provide secure methods and design to Achieve a secure communication with the panel and the Tool. 2. Direct discussions with Senior architecture of honeywell (manav) and provided the results according to his requirement. 3.Took the ownership and Implemented the whole code from **scratch** and completed the functionality. 4.Designed offline Swagger Application to Create an offline JWT token Signed with Honeywell PKI certificate with validity of 7 days as per cyber security concern. 5.Proved my Technical workflow designs are safe as per security requirements with presentations. 3.Performed POC on complex concepts.

Sales	**Proof of Capability.** **Flawlessly execute to deliver valuable components of a proof of Capability or customer demonstration**	**1.Researching on Offline Concepts for Glss application like maps , events notifications , authentication and all.** **Working On New POC to convert GLSS into a new Offline Desktop application With offline load events and offline map implementation. Successful completion of this POC can lead to more requirement of hashedin folks to this project which will leads to raise in account and head count in honeywell.**

LeaderShip	**Assist new peers about the project and help them about the technologies used for.**	**1.Helped the new folks to learn angular. provide small sessions to two folks and helped them to design a dummy application to have hands on angular 7. checked the assignment and helped them to understand the better ways to use angular as per requirement. those folks are now working on client side.** **2. Gave KT to team members to understand the concepts of azure and how to manage applications using azure, and how electron works.**
Role Expertise	Demonstrated proficiency in at least one product or technology of strategic importance to hashedin ; Ability to rapidly incorporate new technology as required	1. **I started working with electron with A poc for the application.** 2. **Handling the Fusion Desktop application , which is an electron application.** 3. **Approached by Rajesh to Convert Glss application to an offline desktop application so he wants a small Poc. Electron part is presented now working on offline things for the same.** 4. **Learned Azure portal application management according to the requirement.Now I am an expert with my knowledge And I am handling management of fusion , offline application and glss electron application on azure portal as well.** 5. **Expert with Authentication and Authorization of angular and .net application using Azure active directory. so Approached by manav (senior architect of honeywell) to design this flow for new applications or to solve the issue faced by the guys who all are working on them or to guide them.** 6. **Working with Cyber security team of german to make offline JWT more secured with some extra encryptions.**

Project: Admin Portal(At Spec)
 Working Along with fusion project to add Fusion functionalities into admin portal.since last one

month.

Project : GLSS Offline Application using Electron(from last 15 days)
 I started the Work of this POC With Shubhi , Electron part is done now meetings are going on with rajesh to gather further requirements for offline events and maps.

Strengths:

Describe the areas of competence, skills and behaviors demonstrated by this employee that contributed to the project assignment. Using references and data-points will make your case stronger. Instead of writing - "mentored team member", write who was mentored, for how long and how it helped them.

Opportunities:

Describe the areas of competence, skills and behaviors that most need to be developed to improve the employee's performance. Opportunities can include areas of deficient performance, areas of not-yet-demonstrated performance, or areas of new performance opportunity that the employee is now ready to demonstrate.

Individual Excellence
Mention areas where you made direct impact with your work. Use data-point, references relevant to your Band & Role.

1. Refer to Career Roadmap Spec
2. Refer to Project Roles and Accountabilities
3. Advisee, CA and Reviewers should highlight achievements as per project roles and CRS.
4. Provide both positive and/or negative data points.

STRENGTHS:
1. **Designed the complete architecture of the user management for the fusion application.**
2. **Implemented the Azure Authentication and Authorization in Fusion Electron Application**
3. **Worked on the POC (How To Authenticate Electron Desktop Application using Azure)**
4. **Designed the Complete database model for the fusion application and implemented the complete functionality.**
5. **Developed the Offline Token Api (Separate project in common for all the offline application in honeywell) with Two german cyber security guys.**
6. **Demonstrate the designed models in front of manager's and senior architectures of honeywell.**
7. **Demonstrate the project on global level and represented the offline identity management for the project.**
8. **Cooperate with honeywell us teams to implement the offline user management for their application named as Verifire tool.**
9. **Discussed my designs with senior architecture and get them verified.**
10. **Worked on End To End Functionality of Building management , customer management and user management for the Fusion application.**

OPPORTUNITIES:
1. **While Working on this project I got opportunity to learns the security measures for the application and how to achieve the security levels by keeping the information secured.**
2. **Application management under various tenants using the Microsoft Azure portal.**
3. **App to aap Authentication , User Authentication , Service to Service Authentication , PKI certification to get Verified Tokens.**
4. **Got Opportunity to understand the requirements for the project and designed workflow for user management and designed database model for application and get verified by the senior architecture and manager.**
5. **Got opportunity to work on new complex concepts and performed POC and demonstrate to Senior management.**
6. **Worked On C# , Angular7 , Azure Portal , Electron**

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	Reviewer <Manager' enters assessment here>
Team Excellence *Mention areas where you made team impact with your work. Use data-point, references relevant to your Band & Role.* *Refer to Career Roadmap Spec and Project Roles and Accountabilities*	**STRENGTHS** 1. In Fusion I am working as a Full Stack Developer. 2. I am doing End to End Handling of the User management part of fusion. 3. I Designed the complete Architecture of login flow for the application Using azure Ad. 4. Done POC for the electron application to Authenticate Electron Desktop application. 5. Designed The DataModel for the BUilding Management , Role and Permissions management and User management for fusion using the admin portal. 6. Got Written Appreciation from the client for the work I have done and helped others to solve the complex barriers of the functionality. 7. Helped team members to understand the Application flow using admin portal and how User management will be worked offline and online for the application. 8. Demonstrate the fusion offline application in global demo of all the projects. 9. Helped new peers to set up with the project setup and other issues. 10. Arranged team outings , discussed with manager and team members about events and planned accordingly. 11. Played important role In winning Team photo challenge. 12. Integration of fusion application into a separate project Admin portal to manage groups and users for fusion on Cloud server. 13. Represented fusion in meetings and discussions with admin portal team to explain the functionality for esd management , After that worked on admin portal code and raised PR to add my application functionalities into the admin portal team.
	OPPORTUNITIES: It's Rare to get Full stack work in honeywell , but I got this opportunity and I learned and worked both in parallel. I got Opportunities to work on some POC along with my work , And I grabbed that opportunity to convert client expectation to reality. Test coverage of my project is above 90%. i am working with german team so we follow proper coding standards for frontend , optimized and secured approach for data sharing and Api calls.
	Reviewer <Manager' enters assessment here>
Organizational Excellence	**STRENGTHS**

Mention areas where you made organization impact with your work. Use data-point, references relevant to your Band & Role. *Refer to Career Roadmap Spec*	**Conducted 15+ Coding and Design round interviews for Java , Python , .Net , Full Stack and SDET Candidates.** **Provide Angular7 sessions to the two folks of hashedin.** **(Anuj and one more noe they are working on client location)** **Played important role In winning Team photo challenge.**
	OPPORTUNITIES:
	Reviewer <Manager' enters assessment here>

Acting with Values
Contribution towards HashedIn values:
- *Customer Success*
- *Growth*
- *Fun*
 	
Refer to Career Roadmap Spec
	STRENGTHS:
	     Conducted 15+ Coding and Design round interviews for Java , Python , .Net , Full Stack and SDET Candidates.
	     Provide Angular7 sessions to the two folks of hashedin.
	     (Anuj and one more noe they are working on client location)
	
	As Fun Part I have a good bonding with the most of the employee's in hashedin.
	Always participated in fun functions like fun stall on diwali celebration.

	OPPORTUNITIES: **I got opportunity to work with Honeywell project. Such a big project and big team involves developers from other companies and Europe as well.**
	Reviewer <Manager' enters assessment here>

Comments:
Include any additional comments not addressed above, such as suggestions for developmental actions to enhance performance and foster the employee's growth.