



2016-17: Annual Review(C3-C4) for Vittal Keshav Kamkar

Employee Information

First Name	Vittal	Last Name	Kamkar
Manager	Santhosh Ranganath	Location	IN
Business	PRAC	Department	DELIVERY
Vertical		Service Line	Digital

Performance Goals

This section has performance goals outlined for FY2017

1.1 1.Technical Solution and Code Review

Completed

- .Analyze, design, develop and create system testing, integration testing, and performance testing environments
- . Complete code reviews for current project
- Complete ownership of tasks assigned
- Zero escalations from customer on quality of technical solutions
- No unit level defects to be captured in System testing
- . Written unit tests for code cover and better quality

Rating

Unrated

Mindtree Minds Comments

- Involved in sprint design activities, completed design document , created specific documents for micro service APIs.
- Completed the code review for the team on both client side(Angular JS2) and server side(NODEJS) and shared the review comments to the individual team member.
- Completed all the tasks which are assigned to me without any escalations
- Testing team did not found any crucial defects which block the system flow.
- Completed the all unit test cases for server side code and client side code and achieved 85% code coverage

Additional Ratings and Comments

Rating

Significant Contributor - 4.0

Managers Comments

Vittal has been part of Microservices team from Jan 2017 to March 2017

Strengths:

1. Willing to learn technology like Microservices
- 2.Willing to implement process proactively for benefit of the whole team

Improvement Areas:

1. Given the Ambition of Onsite, It is best that Vittal focuses on communication - verbal and written
2. Always make an effort to have an big picture outlook of the project rather than limited to tasks assigned

1.2 Delivery Quality

- Schedule Adherence – 100%
- Effort Overrun < 5%
- Review effectiveness > 70%
- Zero escalations from customer on quality of delivery"

Rating

Unrated

Mindtree Minds Comments

- Punctuality on stand up meeting and notified to concern management team the reason for a delay.
- Sets a new standard for productivity
- Maintained effort overrun less than 5%
- Review effectiveness is always greater than 70%
- Zero escalations from customer on APIs as well as admin work bench
- Always seeks opportunities to be even more productive
- Identifies and implements steps to enhance output
- Always goes the extra mile(s)
- Works hard and works smart to achieve good quality of product

Additional Ratings and Comments

Rating

Significant Contributor - 4.0

Managers Comments

Vittal has been part of Microservices team from Jan 2017 to March 2017

Vittal makes an effort to ensure delivery quality is correct, while contributing extra to project

Improvement: Provide Thought Leadership to team in future. This is Must Have

1.3 Increasing the operational efficiency

Completed

1. <3% build breaks and <1% high/ critical severity deployment issues
2. Giving technical tips,code review feedbacks and incorporating automation tasks at development.
3. Educating team members about new technologies in the market which help the team for winning product

Rating

Unrated

Mindtree Minds Comments

- Build breaks is always less than 3% and rectified the build issues immediatley on devOps pipe lines. Reviewed and commiited the code to make sure that there are no severity deployment issues.
- Given technical tips to the team member to produce good quality code.
- Provided code review comments to ensure quality implementation and conforming to architectural standards and requirements
- Prepared release notes for the sprints and shared to project stake holders
- Educated the team members about high performed NPM nodeJS components and used to build the APIs

Shared the daily team status to the client

- This past year, I really worked on improving my teamwork skills. After completing the 5-day Teamwork 201 course, I had a much better understanding of team dynamics and how to contribute more effectively in the various roles and stages of team development.

Additional Ratings and Comments

Rating

Significant Contributor - 4.0

Managers Comments

Agreed with Comments

Vittal needs to lead from the front in terms of creating High Quality Code (zero defects). This will ensure that team has a role-model to look upon.

Goals 2016

1.4 Leadership Quality

Completed

1. Involving in all team activities
2. Planning and estimating the tasks for the sprints and calculating the technical risks at planning level
3. Popping up emails on every important notice to the team
4. Assigning and tracking the task which is assigned to the sprint plan
5. Helping/supporting/contributing towards team to achieve winning product
6. Setting of Unit testing/End to End test and build environment to a project

Rating

Unrated

Mindtree Minds Comments

- Involved in all team activities like fun events, birthday celebrations, and offsite gathering
- Planned and estimated the tasks or Sprint back logs and calculated the technical risks at sprint planning level.
- Shared the important notes, the checklist of tasks for the smooth development process.
- Created and shared documents on setting up SONAR environment, code review checklist and technical standards.
- Defined logger for dev, prod and test modes of development and creates specific files server based on modes.
- Helped, supported and contributed towards to win and achieve the winning product
- I served on 2 key teams this past year: the **MicroService** and **Admin Work Bench** team involved in successfully completing critical requirements
- On the **MicroService** and **Admin Work Bench** team, I played more of a supporting role. Despite my heavy workload, I attended all team meetings and completed my action items on time. In addition, I was the one who suggested the better approach

Additional Ratings and Comments

Rating

Significant Contributor - 4.0

Managers Comments

Agreed with comments

Vittal needs to be willing to participate outside of normal boundaries to pick up additional responsibility.
e.g. contribute towards overall Microservices Implementation in Cloud AWS

1.5 Org & Talent development / People management

Completed

1. Create pixel perfect responsive web pages and integrating with client side MVC framework & AngularJS2
2. Educated team on best practices of AngularJS, Gulp, Grunt and web technologies related.
3. Getting update from the team before going to stand up call
4. Highlighting the impediments of projects towards management team

Rating

Unrated

Mindtree Minds Comments

- Created the pixel perfect responsive web pages and integrated with Angular 2
- Educated team on best practices of AngularJS, Gulp, Grunt and web technologies related.
- Collated team updates and pointed out the blocker or any issues in stand up call
- Highlighted the impediments of micro service team towards higher management team
- Improve knowledge and understanding of how teams function, the development stages of high performing teams and the various roles team members play by completing the 5-day Teamwork 201 workshop on Reltio UI

Additional Ratings and Comments

Rating

Significant Contributor - 4.0

Managers Comments

Agreed with comments

1.6 Web Technologies COE

Completed

- Presales POC
- Involved in proposal activity of new projects
- Implemented client devOps environment and reusing this to Kalinga batch
- Solution Accelerators-Build Capabilities in Emerging Technologies and realize them using Architect Portal Reference Implementation
- Cater reference implementation and technology capabilities and suggestions across organization
- Evangelize Web Technologies CoE through Training, Blogs and Community Sessions

Rating

Unrated

Mindtree Minds Comments

- Generates and implements creative ideas
- Is eager to learn about ways to be more productive
- Quickly incorporates new knowledge to build productivity

I have completed all the activities as part of WEB COEs

Additional Ratings and Comments

Rating

Valued contributor - 3.5

Managers Comments

Part of COE tasks. No Comments

Strength & Development- For Managers Only

Managers are requested to provide comments on key strength areas of Mindtree Mind. Managers are also encouraged to give constructive feedback for areas of development.

Strength	<ol style="list-style-type: none"> 1. Dedicated 2. Process Driven 3. Willing to learn new technologies
Development	<ol style="list-style-type: none"> 1. Communication Skills - Verbal and Written 2. Willing to move out of comfort zone of being task/ instruction orientation to self-driven individual to drive comms with customer.

Behaviour Assessment- For Managers Only

Exhibiting Mindtree values in every aspect is a true mark of a Mindtree Mind. Managers are requested to give comments on the Mindtree values exhibited by the Mind in his/her everyday work. You can refer to the description of values in the section below..

Collaborative Spirit

Willingness to listen, provide time and expertise to meet specific project and/or organizational objectives

Rating

Unrated

Additional Ratings and Comments

Rating

Exhibits often - 3.0

Managers Comments

Agreed for Vittal

Expert thinking

Views problems and solutions from a different perspective thus analyzing and validating facts allowing one to voice concerns, share opinion and then come to a consensus

Rating

Unrated

Additional Ratings and Comments

Rating

Exhibits often - 3.0

Managers Comments

Agreed for Vittal

Unrelenting Dedication

Continued enthusiasm towards execution and value addition, at any given time thus building long-lasting customer relationships by strengthening trust

Rating

Unrated

Additional Ratings and Comments

Rating

Exhibits often - 3.0

Managers Comments

Overall Comments

Mindtree Minds Comments

As per the goals which I had set for the year and I hope ,I have met all those.
Kindly review the self-comments and do the needful.

Thanks and Regards,
Vittal

Overall Comments for all Sections

All the best

My Views on the Quality of Feedback

Help us understand how your feedback discussion went! How would you like to rate the quality of feedback from your Manager?

**Please note that you are expected to tell us about the quality of feedback – whether it was detailed, substantiated with data, provided guidance for development etc. This input will NOT be shared individually, but will be utilized at an aggregate level for process improvement.*

My Feedback Discussion -

A- Was detailed and gave me a clear understanding of expectations from my role, how I am doing so far and areas I need to improve on.

Section Comments:

Mindtree Minds Comments

Thanks for the valuable feedback and will concentrate on development areas.
Regards,
Vittal

Summary

Request you to choose an Overall Rating on your overall assessment of the team member and itemised goal ratings and feedback. Kindly ignore the "Calculated Ratings" value as it is erroneously calculated due to a system error

Overall Form Rating:

4.0 - Significant Contributor - 4.0

	Rating
Performance Goals	
1.Technical Solution and Code Review	Significant Contributor - 4.0
Delivery Quality	Significant Contributor - 4.0
Increasing the operational efficiency	Significant Contributor - 4.0
Leadership Quality	Significant Contributor - 4.0
Org & Talent development / People management	Significant Contributor - 4.0
Web Technologies COE	Valued contributor - 3.5
Behaviour Assessment- For Managers Only	
Collaborative Spirit	Exhibits often - 3.0
Expert thinking	Exhibits often - 3.0
Unrelenting Dedication	Exhibits often - 3.0

