



Performance 2016-17: Mid-Year Review C3-C7 for Vittal Keshav Kamkar

Employee Information

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

Performance Goals

1.1 1.Technical Solution and Code Review

Completed

- . Complete code reviews for projects
- 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
- . Given some technical solution to SITA account on build quality code and speed up the development process

Mindtree Minds Comments

- .Completed code reviews for projects
- Completed ownership of tasks which are assigned to me
- 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
- . Given some technical solution to SITA account on build quality code and speed up the development process

Additional Ratings and Comments

Managers Comments

Vittal has done an excellent work in CAPE project. He helped the team to cross many technical hurdles. He defined the coding standards for the AngularJS and he recommended some best practices of code and contributed to towards defining the unit test standard using Jasmine/Karma.

Please avoid copy paste of Goals in self-comments.

1.2 Delivery Quality

Completed

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

Additional Ratings and Comments

Managers Comments

The delivery quality was good. You have also helped the team for refactoring code.

Sprint tasks were completed on time.

Self-comments are missing for all goals except first one. I am giving feedback without seeing your comments.

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

Additional Ratings and Comments

Managers Comments

No critical issues were identified during system testing.
Now you are playing a lead role, so spend a good amount of time to mentor team members.

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

Additional Ratings and Comments

Managers Comments

You have helped the team to do estimate, planned the activities and circulated emails with status update. You also did work assignment to team members.
You can improve your skills to followup with team members to complete their work. Take complete delivery ownership, start with UI track and slowly take ownership of other tracks. This will help to you to move faster to next level - technical lead.

1.5 Org & Talent development / People management

Completed

1. Resolved the UI related issues in few projects
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

Additional Ratings and Comments

Managers Comments

You have helped in taking interviews. This is of great help for the organization.

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

Additional Ratings and Comments

Managers Comments

Your contribution to CoE and Kalinga batch are really appreciated.

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	<ul style="list-style-type: none">- Good technical knowledge in web technologies. He is technically good and he defined the coding standards for the Angular JS part of the CAPE and he recommended some best practices of code and contributed to towards defining the Jasmine/Karma. Also he has done some individual contribution to fixing some of the components. Overall technical he is good.
Development	<ul style="list-style-type: none">- Actively mentor team members and proactively take ownership. As an independent contributor he is good but coming to the technical leadership and ownership of the module (Front End) , he needs to improve this area. Needs to collaborate more and follow up with the team to make sure his module is complete. He is lagging the ownership. Also he need to improve his initiation skills.

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

Additional Ratings and Comments

Managers Comments

You can still improve your collaboration skill.

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

Additional Ratings and Comments

Managers Comments

Your ability to think and provide solution is excellent.

Unrelenting Dedication

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

Additional Ratings and Comments

Managers Comments

You can be more dedicated and take more ownership as you are capable of doing more work.

Overall Comments

Overall Comments for all Sections

You have done an excellent work as individual contributor. Technical skill is of high standard. Try to contribute more in leadership area so that you can travel fast to next level.

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.

Supporting Comments on the Quality of Feedback

Thank you Boban for providing feedback.

I am apologizing for self-comments and it got missed by mistakenly.

Thanks you for everything.