Confidential

Vikash Rungta
Product Manager @ Menlo Park, USA
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Peer Review

Justin Martinson • Manager, Technical Program Manager
Shared with Vikash • Submitted 2025-01-08

What are 1-2 things Vikash is doing well? Consider their impact and how they collaborated with you. Use bullets and share specific examples and suggestions.

Skills: Embracing Ambiguity, Partnering

I partnered with Vikash this half on integrity for the Marketing Messages product across existing and new interfaces. He was a willing and effective partner and demonstrated an ability to handle ambiguous problems:

- **Partnering**: Vikash demonstrated solid collaboration skills during integrity projects for Marketing Messages. He effectively built relationships across teams and leveraged them. For instance, when an urgent need arose to fix a broken Integrity experience for live advertisers when the Campaign Table Action Column was removed, Vikash effectively partnered across different teams and XFN, which was crucial for resolving it in a timely manner. His ability to unite diverse groups under a common goal and influence others, significantly expedited the remediation process, ultimately preserving the reputation of the product with existing advertisers.

- **Embracing Ambiguity**: While navigating the challenges of the remediation project, Vikash showed impressive adaptability. He quickly adjusted to the unforeseen issues that arose, such as dealing with an AIP blocker preventing rollout. His flexibility and problem-solving attitude helped guide the team through uncertainty, ensuring that work continued seamlessly despite pressures. Vikash's capability to manage ambiguity effectively prevented potential disruptions, maintaining product integrity and advertiser satisfaction.

What are 1-2 things Vikash could be doing better? Consider their work and impact, and how they collaborated with you. Use bullets and share specific examples and suggestions.

Vikash can establish more proactive communication channels to enhance future projects. Encouraging early involvement from all stakeholders, possibly through regular brief updates or check-ins, could minimize last-minute challenges and distribute workloads more evenly. Implementing this approach can improve efficiency, align priorities earlier, and ultimately maximize team productivity against tight deadlines.