

# **Confidential**

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2024

# Peer Review



**John Rowe • Software Engineering Manager**

Shared with Vikash • Submitted 2025-01-07

**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.

**Driving the Product Forward:** Vikash was key in getting the WCA project finalized and out the door before the code freeze hit. He regularly kept everybody accountable, was able to effectively communicate across numerous stakeholders while dealing with numerous last-minute complications coming from the targeting team. There was a real risk that these issues would lead to another delay in the shipping until 2025 but Vikash was able to get it across the finish line.

**Communication/Partnership:** Vikash partners well with his counterparts in other roles. I've seen numerous examples of him being able partner to work out issues with various functions such as PPM, Tech Leads, other PMs and EMs in addition to his ability to properly communicate upwards. He acted as the voice of the WCA project and always tailored his communication to his audience.

**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.

**Taking Project Up Another Level:** To get to that next level of being a PM, I'd love to see Vikash be able to drive a larger grouping of related projects. For instance, it would have been much more ideal for him to be the overall targeting PM from the beginning. Instead, there was a lack of clear ownership in many aspects which constantly hampered progress on WCA and related projects. In the future, I'd like to see him and his PM leaders structure the ownership of products at a high level from the beginning in a more thoughtful way.