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2024

Peer Review



John Rowe • Software Engineering Manager

Shared with Vikash • Submitted 2024-06-24

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.

- **Effective Communication/Conflict Resolution:** Vikash demonstrates strong communication skills, which were crucial in aligning project expectations and requirements. His ability to be direct and clear when discussing alignment needs has been instrumental in keeping the WCA project on track. For instance, Vikash was able to identify that there was a large gap in various stakeholder's understandings of exactly what was needed when it came to targeting. He worked with Arpit to align on the expectations and then influenced the engineers to implement that solution in a way that aligns with the product.
- **Leadership:** Vikash has set the tone when working on WCA and proactively reached out to me both to request support as well as provide feedback. He has a good understanding of how the org structure can drive a project and was able to consistently influence the right people to get alignment.

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.

- **Role Clarity:** Early in the project lifecycle, there was a noticeable delay in establishing clear roles and responsibilities within the team. Going forward, Vikash could improve by defining team roles and responsibilities at the outset of the project and aligning the stakeholders to those roles followed by a formal kickoff.
- **Driving Project Priority:** There were periods during the WCA project where progress seemed to stall, and the project's priority was unclear compared to other initiatives. Vikash could benefit from more aggressively driving the project's agenda across the organization and keeping stakeholders more up to date as there were cases where it felt like Tanmoy was unaware of what was happening.