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4:29 PM

Combined Assessment Year End: 2009

Employee: Ashok Kumar Reddy Moori
Direct Manager: Pazhore Krishnakumar



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Goals - *What We Do*

Goal #1	
(01/02/09 - 31/12/09) Effective Queue Management - Ensure that Fault and Request queues are managed effectively on an ongoing basis, with daily reviews taking place to prevent tickets aging past 30 or 60 days unnecessarily, to ensure that tickets are classified and categorized appropriately and that regular updates are made.	
Employee Comments: Virtual Tickets - Monitoring VT queue on daily, also as per SAN BAU Rota basis and action on the tickets. Ensure no tickets in SAN BAU queue are exceeded 30 or 60 days based on severity. Virtual Tasks - On daily basis, all assigned VCC tasks are completed in an effective manner and ensure VCC tasks are closed once complete. Virtual Requests - When actioning the apertures, verified all the Virtual requests and ensure all are approved before SAN allocating. Aperture Requests - Monitoring of Aperture queue and actioning on daily, also on SAN BAU Rota basis (ports & disk allocation, device removals, and decommissions) Virtual Changes - Monitoring of RFCs which are required SAN BAU involvement and plan, execute of SAN activities and sign-off.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Goal #2	
(01/02/09 - 31/12/09) Core support functions required for SAN BAU – in terms of Zoning, LUN Masking, COB Tests, Server Troubleshooting	
Employee Comments: Providing core support to Host environments in the event of any H/W fixes and configuration changes required. Actioning of Apertures (includes SAN Ports & Disk allocations, SAN removals, Decommissions, host rename, and move tickets) on a regular basis and ensure sign-off. Successfully completed of the SRDF/S, SRDF/A, and SRDF/STAR COB testing in CGC/RDC, RDC/FDC, and EDC/IXE environments with no manual errors and SAN issues. Successfully upgraded latest Microcode in SYMM 6C/R & 7C/R, all SRDF/A & SRDF/STAR Storage boxes Planning and support for weekend activities and ensure proper updates and escalations of activity status. Action on Storage Migrations (from Tier-2 to Tier-3) and reclaim the old Storage, this is to save disk costing for business.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Goal #3	
(01/02/09 - 31/12/09) Produce thorough, accurate and timely results on a consistent basis. Ensure tasks, requests, objectives and requirements of yourself are managed appropriately thereby ensuring that they are thorough, accurate and delivered in a timely fashion, with advanced notice where deadlines will not be met on an ongoing consistent basis. This includes but is not limited to MARS & CAP Management, Placemat Submissions, Planview and RCSA-IRM.	
Employee Comments: Objects are met and timely results on a consistent basis by well organized/managed and executed all tasks and requests. - Successful completion of RCSA. - Plainview submissions are timely fashion till date.	Employee Rating: Highly Effective

- Successful completion of all planned/weekend activities with zero manual errors and ensures timely updates to management with results of the activities.	
Manager Comments:	Manager Rating: Effective

Goal #4	
(01/02/09 - 31/12/09) Setting up Alert and monitoring for HDS Systems, Check and ensure ECC database remains in good state for producing reports to accurately reflect the storage environment.	
Employee Comments: Regular health check on SAN/Storage environments, fix any configuration issues or escalate to vendor in case of any h/w events need to be fixed. Regular health check on Centera and fix the issues or escalate to vendor for hardware failures to be fixed. Periodic check on sandb and fix device allocation mismatch, and device group errors. Report unused zones, maker/checker them and cleanup the zoneset on business greenzone to avoid zoneset overflow. Checking of ECC alerts such as power path alerts, H/W failures, SRDF alerts etc. and fix them accordingly.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Goal #5	
(01/02/09 - 31/12/09) Significant involvement in RDC/FDC Migrations activities including SRDF/A, SRDF/STAR, and CISCO which are newly introduced technologies/tools in EMEA SAN environment & involvement in EDC/IXE SAN environment and To be able to provide support for SAN forecasting and Capacity Planning.	
Employee Comments: Providing support in all BAU related activities are SAN/Storage provisioning for RDC/FDC environment - Disk additions & Removals - Pair file creations - SAN Replication Group(Device Groups & Consistency Groups) creations/modifications - Symconfigure work for VMware projects - Supporting for planning COB Tests for SRDF/A & SRDF/STAR - Recently successfully completed the RDC/FDC COB Tests - Resolving Host related issues. Providing support in all BAU related activities for EDC/IXE environment - Disk additions & Removals - Supporting for planning COB Tests. - Recently successfully completed the MEERBUSCH COB Tests Managing CISCO infrastructure for SAN provisioning for RDC/FDC infrastructure - Zone creations/removals - Zone Push activities - Utilizing Cisco Fabric manager for Fabric performance and troubleshooting. Able to forecast and plan the Storage related requests through newly introduced VR system for Storage Management group.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Goal #6	
(01/02/09 - 31/06/09) To be able to provide support for SAN Screen, Replistore, and perform regular checks to the environment.	
Employee Comments: Using SAN Screen to report any violations and fix them accordingly.	Employee Rating: Highly Effective

Regular check on Replstore and fix in case of any sync errors are occurred. Able to forecast and plan SAN/Storage related requests through newly introduced VR system for Storage Management group.	
Manager Comments:	Manager Rating: Effective

Goal #7	
(01/02/09 - 31/12/09) Proactively health checks of SAN Environment on regular basis and action in timely manner. Review, and confirm unused zones on weekly basis and ensure cleanup the is done to avoid particular known limitations of SAN Switches.	
Employee Comments: Regular health checks on SAN/Storage environments, fix any configuration issues or escalate to vendor in case of any h/w events need to be fixed. Regular health checks on Centera and fix the issues or escalate to vendor for hardware failures to be fixed. Periodic checks on sandb and fix device allocation mismatch, and device group errors. Report unused zones, maker/checker them and cleanup the zoneset on business green zone to avoid zoneset overflow.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Overall Comments (Goals - What We Do)	
Employee Comments: - Received R.A.V.E. e-Thank you! Recognition from Mr. Michael Francis Styles - participated into the CGC Annual COB Tests & Meerbusch COB test. Performed DG checks and make sure environment is up to date and actioned the SRDF operations. - Planning, Supporting and carried out Weekend Activities and ensure actioned the planned activities (Zone push, LUN Masking, reclaims, Apertures, and RFC), and resolve/support for client issues/requirements. - Performing SANITY & HEALTH CHECKS in SAN Environment on daily basis and actioned in timely manner. - Supporting on-CALL Rota basis. - Troubleshooting & analysis of SAN Environment, Host related, and Performance Issues. - Troubleshooting the power path issues. - Utilizing WLS (Work Load Analyzer) for performance issues. - Using Cisco Fabric manager for Fabric performance and troubleshooting. - Planning and implementing the disk allocations for VM Ware projects which required symconfigure work. - Planning and managing the Microcode upgrades - performing Forsyth Reclaims	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

How We Achieve Our Business Goals

Serve our clients with distinction (internal & external clients).	
● Puts clients first; builds relationships with clients to understand and exceed their expectations. ● Works across business, functional and/or regional lines to provide clients with integrated solutions that meet their needs. ● Seeks and identifies opportunities to improve the client experience. ● Ensures the delivery of exceptional service to clients.	
Employee Comments: Day to day communication with client for better understanding their expectations and needs Providing solutions in terms of advice, products, technology and services. Required enhancement is always carried out based on the client's feedback.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Build a great team and/or be a great team member.	
● Selects, promotes and rewards others based on performance. ● Provides timely feedback, coaching and challenging assignments to motivate team members and improve performance. ● Seeks out and hires diverse, highly-talented individuals. ● Establishes an inclusive and positive team-oriented work environment and treats others with dignity and respect. ● Pursues learning opportunities; responds to feedback from managers and peers. ● Acts like a partner with colleagues, and works effectively across all levels, businesses, and geographies to get work done. ● Engages in open, honest dialogue with others and directly addresses conflict when it arises.	
Employee Comments:	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Produce Results with Integrity.	
● Does business in a way that enhances and protects our franchise and adheres to the highest standards of personal and professional behavior. ● Understands and proactively manages risk in respective area of responsibility; appropriately assesses risk/reward relationships when making business decisions. ● Gets things done; improves productivity by overcoming obstacles and minimizing bureaucracy. ● Holds self and others accountable for results and decisions.	
Employee Comments:	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Lead Through Innovation.	
● Thinks creatively and encourages others to continuously improve. ● Challenges the status quo and traditional thinking. ● Develops innovative solutions that enhance our products, services and processes. ● Works effectively in the face of ambiguity; adapts to and drives positive change.	
Employee Comments:	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Overall Comments (How We Achieve Our Business Goals)	
Employee Comments:	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Effective

Overall Assessment

Overall Comments	
Manager Comments: From what has been discussed with him, the performance is good.. but overall evaluation performed by the matrix manager and in discussion with him he is overall effective as a storage administrator. He need lot of improvement in communication, presentation and documentaion skills.	Manager Rating: Effective

