

Thursday, August 27, 2015
4:30 PM

Combined Assessment Year End: 2010

Employee: Ashok Kumar Reddy Moori
Direct Manager: Pazhore Krishnakumar
Matrix Manager: Nigel B. Chilcott



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Goals - *What We Do*

Goals Cascaded by Business

Personal Goals

Goal #1	
Internal knowledge sharing session between Storage integration & Storage BAU teams. This will help each team to understand one another process and difficulties each team is facing thus think of solution to help improve and close gap to help improve work efficiency - Technology refresh of SAN environment to save on maintenance cost of existing frames/Switches (perform Microcode upgrades, High Availability & Scalability)	
Employee Comments: - Now a day's team meetings are happening along with Storage Integration & Storage BAU teams in every week. So technical & project knowledge is sharing between the two teams. - BAU team meetings are happening regular basis and discussing the technical and day to day activities and also improve the communication between every team members located in different countries - Implemented the forward calendar, where we know the upcoming projects and implementation dates as well. So this is very useful for everyone to schedule for their activities. ===== - Performance Enhancements and Improvements in the new microcode - Involving into technology refresh V-max migrations project where the hosts are migrating from Thick provisioning to Thin provisioning where lots of Green Dollars savings from Business side as well as better performance and quick disk provisioning. - Involved Connectrix Manager Upgrade project where SAN Connectrix manager upgraded from 8.7.1 to 9.1.1 . Co-ordinate with EMC Vendor& performed pre/post check in all fabrics in RDC/CGC. - Involved the Solutions Enabler Upgrade project - Upgraded ALL SAN MANAGEMENT workstations Solutions Enabler to 7.1.1 for supporting latest code as well as V-MAX support. - Involved & co-ordinate with EMC for EMC MICROCODE UPGRADE from 5772.97.88 to 5773.141.98 on STAR frames. - Involved RAID-1 to RAID-5 migration project. - Always ensure the microcode are standardized with the global storage engineering standards	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Consistently Strong
Matrix Manager Comments (Nigel B. Chilcott): Good progress this year supporting all workload. Mid year comment: Need to look at if the teams meetings are producing enough cross team knowledge. Ahsok needs to help identify the gaps. End of year comment: Nothing further was put forward for improvement. Mid Year comment: Forward Calender was created but has been driven for updates by the SAN manager. I would like to see Ashok tie up what is on the projects/BAU workslate and ensure that the spreadsheet is kept up to date. EOY comment: Forward calendar was not kept up to date by the team from September onwards. Ashok has completed work in line with what is expected. Rating: Consistently Strong	

Goal #2

To make all attempts to do the cleanup on SAN environment (DMX/HDS boxes for unused disk space & McData/Cisco for unused switch ports). To reduce the severity of virtual tech Problem tickets (tracking the problems in team meetings, prevent false alarms)
 -Interest to attend on HDS & Cisco trainings
 -participate & involve more time for Preparation and host migrations to V-MAX Series storage frames

Employee Comments:

- Performing the forsythe reclaims on regular basis from where we migrated RAID-1 to RAID-5 disks. where we have saved lots of Blue Dollars as well as saved the vendor maintenance cost. Almost 12 DMX arrays released
- Coordinating with System Administrators to raise the Disk decommission/Removal Aperture tickets.
- From SAN Side, Every week raising the UNUSED SAN REMOVALS AND DECOMMISSIONS RFC & performing the disk removals. From January 2010 to till the date, we had reclaimed 13Tb of Disk. performed the SAN disk reclaims on almost 100 hosts.
- Using SAN SCREEN & ECC management tools, collecting the "Masked but not using the Host " details and performing the reclaims. So plan to reclaims approximately 12-15 Tb of disk on last quarter of this year.
- Monitored and findout un-used switch ports and mark them into free pool.
=====
- Resolved & Prevented false alarm Virtual tickets
- Co-ordinate with System Administrators & Resolved the power path issue tickets
- Updating and Closing the Virtual Tickets on regular basis.
- According to the weekly ROTA - performing the VCC Tasks, clean-up the VR queue, closing/updating the VT queue, performing the Replication checks
- To reduce the repeated problems by discussion with team members and improve where ever there is root and act proactively
=====
- Attended HDS HUR training and managing the day to day BAU activities in HDS frames.
- Participating in V-max host migrations project and allocated the disk for many hosts.
- performing the BAU day-to-day activities on V-max series storage frames

Employee Rating:

Exceptional

Manager Comments:**Manager Rating:**

Highly Effective

Matrix Manager Comments (Nigel B. Chilcott):

Rating: Highly Effective

Recovery of 20tb has been an excellent return on reclaimed storage. Working with Krishnam and Dave Coles has produced good results. The reclaim storage needs to be regularly advertised on the SMART and monthly reports. 2011 target for reclaimed storage is 12tb.

Ashok needs to look for more training opportunities and possibly accreditation. This needs to be driven by himself and not the SAN manager.

Overall Rating (Goals - What We Do)**Employee Rating:**

Highly Effective

Manager Rating:

Consistently Strong

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:

- We put our clients first in delivering best quality of our services with highest level of integrity.
- Understands the clients requirements and their expectations and act accordingly to achieve that.

Employee Rating:

Highly Effective

- Completes all mandatory trainings and certifications that help to maintain standards in business mobility. - Be efficient in handling work assigned and to expertise in functional and business area by keeping current on new developments.	
Manager Comments:	Manager Rating: Consistently Strong
Matrix Manager Comments (Nigel B. Chilcott): Rating: Consistently Strong Ashok serves our clients well. On many occasions he has gone the extra mile to ensure that the customers are served.	

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: - Being a good team member by learning and sharing knowledge on best practices in functional and business areas that are in the scope. - Treats teammates and colleagues with respect and dignity. - Ability to communicate clearly and concisely, both orally and in writing. - Keep others informed by passing on relevant information in a timely manner. - Continuously gain technical knowledge by acquiring more experience and familiarize with the current setup and processes.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Consistently Strong
Matrix Manager Comments (Nigel B. Chilcott): Rating: Consistently Strong Ashok works well within the BAU team. He will help out and take on any task given to him. I have spoken to Ashok regularly about raising his profile in the team and speaking up in team meetings. Generally this has not happened as much as I would have liked. Ashok's view is respected and we all want to hear more of his opinions and ideas.	

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. ● Gets things done; improves productivity by overcoming obstacles and minimizing bureaucracy. ● Holds self and others accountable for results and decisions.	
Employee Comments: - Must respect to the local culture and take an active role in the communities where we work and live. - Need to get things done, overcome obstacles and minimizes bureaucracy and holds self and others accountable for results.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Consistently Strong
Matrix Manager Comments (Nigel B. Chilcott): Rating: Consistently Strong Ashok gets through his share of the not inconsiderable workload. His professionalism is of the highest standard.	

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: - Need to seek inputs and advice from others before making any decisions. - Should learn and accept responsibility for mistakes. - Need to work effectively in the face of ambiguity and adapts to changes. - Need to pursue continuous learning by seeking feedback from others.	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Consistently Strong
Matrix Manager Comments (Nigel B. Chilcott): Rating: Consistently Strong Mid year comment: I would like to see more in this area. Ashok has a great level of knowledge in the SAN arena and I would like to see more suggestions for improvement. EOY comment: I have not seen enough innovation. We spoke in our 1-2-1's about Ashok liaising with local ASPAC SAN team to share ideas to see if there was anything we could utilise to improve the way we work. Nothing has come from these meetings. The fact that Ashok is a remote location employee should not be a blocking factor in driving and being involved in new initiatives. To the contrary, Ashok has the ability to work closely with ASPAC teams to share ideas and spot opportunities for mutual improvements.	

Overall Rating (How We Achieve Our Business Goals)

Employee Rating: Highly Effective
Manager Rating: Consistently Strong

Responsible Finance

Manage Risk and Compliance.	
• Understands and proactively manages risk and compliance in respective area of responsibility. • Appropriately assesses risk/reward relationships when making business decisions. • Identifies risk inherent in particular situations or transactions and its impact on other areas of Citi/Citi as a whole. • Ensures that issues are resolved with urgency and escalates them in a timely manner. • Adheres to corporate and business specific policies and considers appropriate controls as part of day-to-day responsibilities. (e.g., anti-money laundering) • Contributes to a 'no surprises' compliance culture by ensuring transparency and candor in managing control issues.	
Employee Comments: - Responsible in all the areas to understand and proactively manages the risk and compliance. - Need to analyze and identify the risk before making any business or technical decisions - Ensure that the issues are resolved according to the severity and escalate to the management in a timely manner. - Ensure full adherence to the Information security processes and procedure - Strict adherence to the " Citigroup Code of Conduct policies "	Employee Rating: Highly Effective
Manager Comments:	Manager Rating: Consistently Strong
Matrix Manager Comments (Nigel B. Chilcott): Rating: Consistently Strong Ashok has adhered to risk compliance and is doing all that is asked of him. Ashok was a contributor to the Q4 RCSA submission.	

Overall Assessment

Overall Comments

Manager Comments:

Ashok has been a strong performer in the BAU team all year. He has taken on the workload and supported his colleagues well.

On occasion he has been asked to work outside of normal hours - he has done this without complaint.

Ashok has covered on call and shift within any additional compensation. This issue we have tried to sort out all year and we are now close to getting Shift allowance paid but not on call which is not applicable in the region.

The BAU has had many challenges with process and tooling and I expected more from the team to take a step back and suggest ideas for improvement. The SAN manager has had to drive the teams to improve and this should have come from within as the day to day workload would be much easier.

For 2011 Ashok should be looking to push for promotion. Clearly he is technically capable but will need to work on his team involvement in ideas and innovation. Working closely with the ASPC teams will become more important as we move to a more globalised storage team.

Overall a good performance and a valuable team member. Much to look forward to in 2011.

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Employee Comments:**Employee Final Feedback****Employee Comments:**

1-2-1 meeting happened with both the DIRECT & MATRIX Managers. I will take their suggestions and ideas to improve my skills in 2011.

Employee	Signature:	Date:
Manager	Signature:	Date: