



# Gestion de Projet

## Séance 4 : Performance Review

Tianxiao LIU

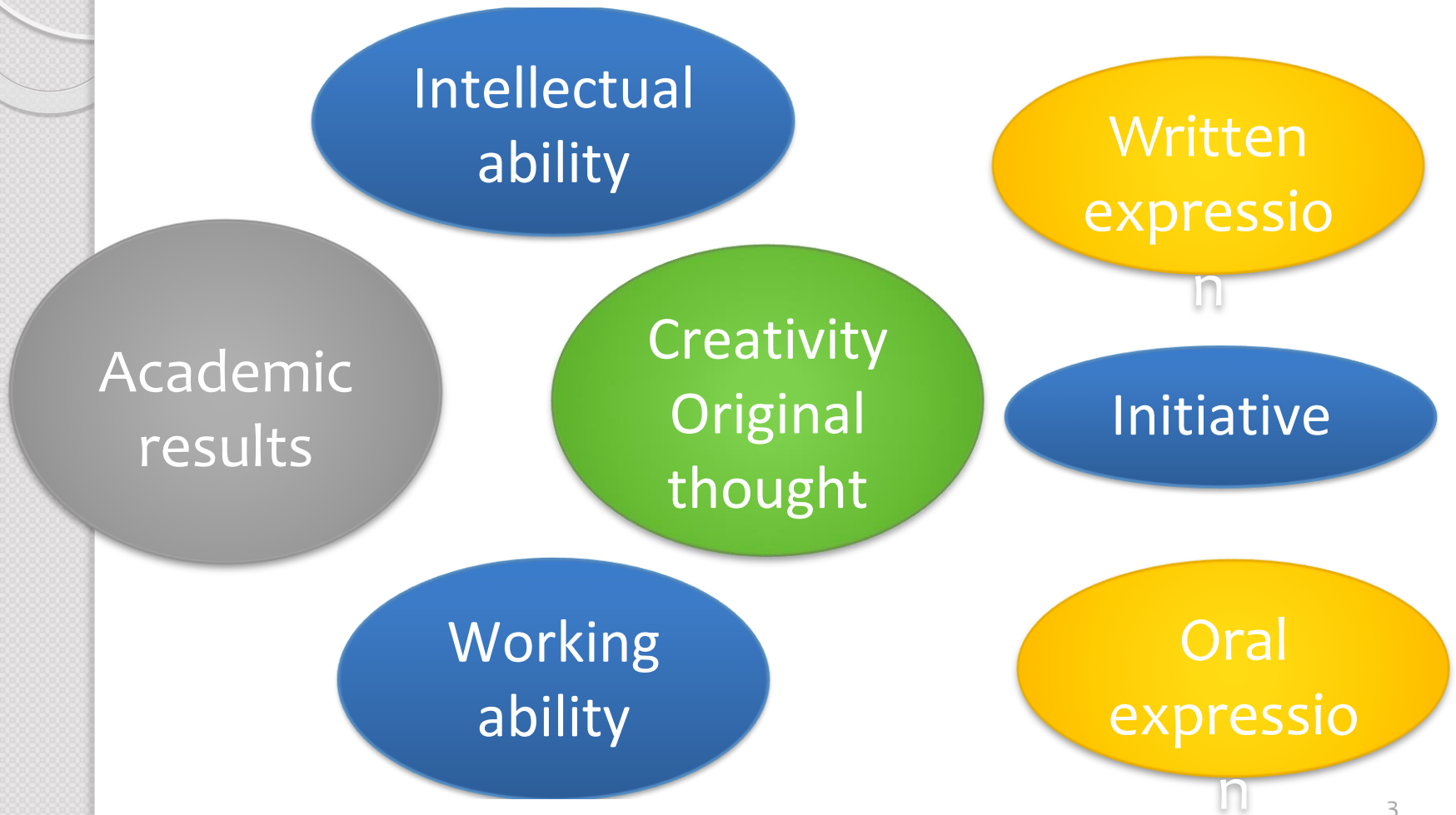
LPRS

<http://depinfo.u-cergy.fr/~tliu/lpg.php>

# Plan

- Academy to industry evaluation
- Job **skills** review
- Job **approach** review
- Today's activity

# Academy to industry rating



# Academy to industry rating

- **What's the most important ?**
  - Intellectual promise
  - Ease in abstract reasoning
  - Motivation
  - Relative maturity
  - Potential
  - Capacity for growth
  - A clear future plan of career

# Job skills review

- **Technical skills**

- Level of job related skills. Awareness of best practices and methodologies. Familiarity with development tools and languages.

- **Job knowledge**

- Knowledge of related technologies, familiarity with products and features. Awareness to emerging technologies and customer needs.

- **Innovation**

- Generates ideas for new features' development, methods to improve development process and existing code base.

- **Problem complexity**

- Solves highly complex and logical problems. Uses scientific method rather than "**let's just do it and then fix what doesn't work**" approach.

# Job skills review

- **Impact**
  - Individual decisions, designs, code have a unique and significant positive influence on the capabilities and acceptance of the product.
- **Skills development**
  - Keeps abreast of industry and emerging technologies, hones software engineering skills, shows interest in assignments that requires new skills and new challenges.
- **Quality of work**
  - Design and implementations are correct and seldom need to be re-worked, thinks a problem through before jumping to implementation, keep unit testing, actively seeks critique on code.
- **Productivity**
  - Completes assignments on or ahead of schedule, maintains a high workload, accomplishes tasks without too much difficulty.

# Job skills review

- **Planning & organization**

- Organizes his/her tasks effectively in order to be productive. Creates effective work breakdowns and accurate schedules. Manages competing priorities effectively.

- **Judgment**

- Makes decisions based on sufficient data, requirements & knowledge, asks for help before it's too late, decisions can be trusted : there will be no unpleasant surprises.

- **Leadership**

- Takes responsibility to guide other colleagues, guides team through a structured process of analysis, design and implementation, identifies issues and helps solve them, drives process to make timely, accurate and consistent decisions.

# Job approach review

- **Attitude**

- Optimistic, positive, can do, even tempered, does not crack under pressure. Team members enjoy working with this individual?

- **Dependability**

- Dedicated and can be depended on to get the job done. Does what is asked and more. A critical player during crisis or crunch time.

- **Teamwork**

- Selfless team member, the go-to person, goes beyond his/her own responsibility to increase the team's productivity.

- **Communication**

- Communicates effectively in meetings, via email and through well written documents. Good listening skills. Helps to keep team communication constructive and effective.



# Job approach review

- **Cross organization**

- Has excellent working relationship with peers in other departments and communicates effectively across the organization. May also include communication with outside groups.

- **Initiative**

- Always asking for more work, keeps abreast of industry, hones software engineering skills, wants to take on more responsibility.

- **Flexibility**

- Open mind to new assignments, likes challenges of new areas and platforms, understands and accepts the inevitable changes to strategy.

- **Customer satisfaction**

- Works hard to satisfy customers internal and external to the organization. Listens to requirements and does his/her best to be attentive to customer needs.