

## Senior Management Promotion Template

Employee Name: \_\_\_\_\_  
Current Position: Director, M4  
# of Years in Current Position: 2 Years  
# of Years in Industry: 14 Years

Manager: \_\_\_\_\_  
Proposed Position: Senior Director, M5  
Location: Redwood Shores, CA  
Group VP: Yaqing Wang

Please address the following factors, including examples when recommending promotions to Senior Management positions.

### SUMMARY OF EXPERIENCE

- Currently managing a \_\_\_\_\_ including \_\_\_\_\_
- Coordinates with multiple teams to manage the \_\_\_\_\_ internal delivery to \_\_\_\_\_, Present to weekly to senior executives on project status.
- Previous work at Oracle focused on \_\_\_\_\_ system testing \_\_\_\_\_ between \_\_\_\_\_ Before \_\_\_\_\_ leading on \_\_\_\_\_

### MANAGEMENT SKILLS

- \_\_\_\_\_ consistently delivers efficient and successful execution in large scale projects with cross team effort. From earlier years of \_\_\_\_\_ and cross team coordination, to later \_\_\_\_\_ efforts, and recent large scale \_\_\_\_\_ effort. She is strong at coordinating cross-team efforts and product integration
- She effectively allocates resources and set up effective communication protocols across the globe to provide round the hour support in \_\_\_\_\_
- She has is hands on and built up product knowledge over the years, and possesses outstanding analytical ability. She is capable of dealing with complicated projects, and has the technical ability of understanding the requirements and technical elements to coordinate a project with large scale and complexity as \_\_\_\_\_
- She builds a strong team with team members of complementary skills and knowledge, she coaches and motivates her team members, and demonstrates and encourages great spirit of cooperation and innovation.
- She has solid knowledge of state-of-the-art testing methodology. Her team continues to explore new test methods and tools. The \_\_\_\_\_ under \_\_\_\_\_ is an example and they frequently receive positive feedback and appreciation from \_\_\_\_\_ as well as \_\_\_\_\_

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- She has the dedication and capability to meet aggressive time lines and deliver important projects.

### SCOPE OF POSITION

*(Define how the position or deliverable is important to Oracle's strategic plan or revenue. Quantify if possible, identifying size or complexity of the task, i.e. numbers of people to manage or influence, magnitude of product for Oracle or technical challenges.)*

Manage [redacted] and [redacted]  
[redacted] and [redacted]

### SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

The [redacted] is to ensure successful integration between [redacted] team supports and coordinates the testing of [redacted]. The testing conducted by her team in [redacted] testing helps to identify problems early. The automated [redacted] built by [redacted] team helps to [redacted] and provides a good measurement of [redacted]. High availability features in [redacted] are important features that differentiates our products. [redacted] testing is an essential part of pre-release testing – it concerns the company's reputation and saves cost (as externally reported [redacted] would bring negative publicity and costly to the company to release fixes through quarterly critical patches)

### EXTERNAL VISIBILITY

[redacted] current responsibilities do not provide any opportunities for her to represent Oracle outside the company.

### TEAMWORK AND INFLUENCE WITHIN ORACLE

[redacted] is a good team player and worked well with the rest of [redacted]. Ever since joining the [redacted] team, her work has been heavily involved in product integration and cross team collaboration – from the [redacted] to the current [redacted]. In her current role, [redacted] interacts with both [redacted] and [redacted] teams, established [redacted], supports a range of teams on their testing effort for [redacted] and [redacted] communicate issues clearly to the teams. She presents the [redacted] status to senior executives weekly and represents [redacted] QA to attend the [redacted] daily calls.

### ACHIEVEMENT

In current project for [redacted]

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Built a team on [REDACTED] with team members in [REDACTED], covering [REDACTED]

Built a team in [REDACTED] and [REDACTED]  
Supported [REDACTED] test environment for all [REDACTED] testing teams over the last 18 months, allowing [REDACTED] drops and patches to be tested in actual [REDACTED] environment and increased quality of [REDACTED] drops to [REDACTED] development.

Resolved critical wiring, deployment and network issues with [REDACTED] to help the first [REDACTED] customers to go live.

Identified and helped to resolve [REDACTED] test stability and reliability issues.

Identified gap in [REDACTED] testing and initiated [REDACTED] on important integration points. 200+ stable tests were built within 4 months

Built the [REDACTED] team to cover a wide range of [REDACTED] testing in our products and particularly [REDACTED] products to prevent [REDACTED] from framework level. The team continues to explore new testing methods, new types of [REDACTED] to increase coverage.

In previous projects, [REDACTED] has built a team to test [REDACTED] and successfully delivered multiple projects and releases.

## RECOMMENDATIONS

(Comments from other senior management staff, both within and outside of group.)

### [REDACTED], VP, Application development Tools

I've been working with [REDACTED] for years, but much more in the past year given her ownership of the [REDACTED] and the general involvement with [REDACTED]. The [REDACTED] has become a critical piece for [REDACTED] in terms of our ability to [REDACTED] sees them, or [REDACTED] that otherwise can't be reproduced. [REDACTED] willingness to be on the front line, [REDACTED] has a benefit that multiplies exponentially across the division, and is a great example of how [REDACTED] can work together to produce a better result for clients. I appreciate that [REDACTED] also personally gets involved in the analysis when it comes to making the difficult assessment of what is a showstopper, what is a [REDACTED]. Her ability to operate at the high level and the low level makes her a great asset to the organization, and I support her promotion to Sr. Director.

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██████████, VP, ATG

I would like to recommend ██████████ for a promotion to Senior Director. ██████████ has built an efficient and effective testing organization for validating the quality of ██████████ releases. I rely on ██████████ and her team's expertise for several different areas. Her team provides a critical layer of validation on top of our own QA efforts to ensure we do not regress ██████████. Her ability to provide a plug and play central environment with the necessary levels of quality control is second to none. ██████████ team is extremely responsive when helping us work on various quality control initiatives. There have been several instances where I've needed to contact members of ██████████ Team on a weekend or late night to get feedback on a release before handing it over to Apps. I know I can reach ██████████ and she will always do everything possible to get me in touch with the right person so we can make rapid progress. All of the members of her team have the same can do attitude. They consistently provide key insights when problems are identified. I think this is a direct reflection on ██████████ leadership and team building abilities.

██████████, VP

██████████ is a strong leader and excellent manager in your QA organization. She worked closely with the QA teams in ██████████ provided clear project guidance, organized very effective technical and process trainings ██████████. She has demonstrated hands-on technical strengths, focus on quality, and agility to meet constantly changing priorities and schedules. The managers and engineers in ██████████ who worked with her have given great feedback on her strong leadership, technical capabilities and team work spirit. I strongly support ██████████ promotion to Senior Director.

██████████

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