

Management Promotion Template
Miranda Organization

Employee Name: _____

Manager: _____

Current Career Level and Job Code: M2, 17220
Management 17230

Proposed Position and Job Code: Senior Manager, Product

of Years in Current Position: 6

of Years in Industry 24

Current Salary: USD

Min Salary for New Position USD

Performance Rating: 5

VP/SVP: Enda Hu / Rondy Ng

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

BUSINESS NEED

(Describe Organization Structural need for a position at this level; attach proposed org. chart.)

_____ is a fast growing space within the _____. As a part of the _____, it has complex integrations, but also offers vast market opportunities. We need proven product management leaders to drive service excellence and innovation as we rapidly scale to 10,000 customers. _____ has more than 6 years of experience as a manager with highly regarded domain expertise and a track record of high quality timely delivery. _____ will lead and mentor a team of _____ product managers to drive productivity, scalability, customer adoption, and innovations.

SUMMARY OF EXPERIENCE

(Provide a brief description of current and previous experience, education, and areas of responsibilities.)

_____ has 16 of experience at Oracle with increasing responsibility in the following areas:

- All aspects of product management and marketing including _____
- Product area representative in external customer meetings/conferences /trainings and internal collaboration with engineering, Cloud Operations, Documentation, Support, Marketing, Sales and Consulting, and integration product teams.
- Setting product/service roadmap and direction in the _____, with a focus on _____

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Prior to joining Oracle [REDACTED] was a functional consultant, instrumental in several successful [REDACTED]. She also worked as a public accountant. She holds a Bachelor of Commerce (Honors) degree and is a CPA.

MANAGEMENT SKILLS

(Briefly describe the individual's management skills which reflect their ability to get tasks done while attracting and retaining good employees)

[REDACTED] is highly regarded subject matter expert on [REDACTED] and related areas, and is a key contributor in defining direction for the [REDACTED] space. She has a proven track record of continuously attracting and retaining high caliber employees and facilitating positive morale. She is very strong in team motivation, project planning, tasks execution, teamwork and communication. She always manages her team very efficiently and collaborates with stakeholders to meet aggressive project schedules.

SCOPE OF POSITION

(Describe expanded scope and responsibility. Define how the position or deliverable is important to Oracle's strategic plan or revenue. Quantify size or complexity of the task, i.e. numbers of people to manage or influence, magnitude of product for Oracle or technical challenges.)

[REDACTED] will lead the [REDACTED] team for [REDACTED] a critical module in the [REDACTED]. [REDACTED] is expected to manage [REDACTED] PMs. She will be responsible for working with senior management to achieve a culture of service excellence including design improvements for enhanced performance/scalability, elimination of change requests on [REDACTED], [REDACTED] productivity, and usability improvements. She will also assist in product/service roadmap prioritization, on-time and high quality delivery of all functional design deliverables, and in fostering relationships with critical customers. She will drive product documentation collaterals, and in collaboration with other lines of businesses launch, market, and sell, and train customers/support/consultants.

Metrics: Headcount and Span of Control

Current Position HC: # Employees under this position _5_; # Direct Reports _5_: # Mgmt Level of reports _____
Proposed Position HC: # Employees under this position _6_; # Direct Reports _6_: # Mgmt Level of reports _____

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

(Describe the position's significance and how it impacts products, revenue generation, critical technology or its importance to customers/ partners.)

[REDACTED] is one of the largest and most complex products in [REDACTED] and has been playing a significant role in revenue generation. It is the key module in [REDACTED] with integration points spanning more than a dozen Oracle products. The customer base is expected to reach 10,000 in the next 18 months. Service excellence in this space is absolutely necessary for Oracle, and [REDACTED] will be a key leader in this effort.

EXTERNAL VISIBILITY

(How much time does the individual spend representing Oracle to outside interests, such as customers, partners, press and analysts. These contacts should address a technology, product or program area that is highly visible and recognized as an independent entity.)

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In this position, [REDACTED] frequently needs to represent [REDACTED] in events such as [REDACTED]. She fosters relationships with key customers to ensure success in their implementations. This need will continue to increase as the number of customers increase rapidly.

TEAMWORK AND INFLUENCE WITHIN ORACLE

(Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved. How has the position contributed to their success or how has it influenced other groups to ensure the success of their own strategic projects?)

[REDACTED] frequently represents her team and works with managers/directors/VPs of several products on customer requirements, integration strategy, product roadmap, design, and testing to make sure Oracle provides a seamless integrated [REDACTED] solution. These integration products include [REDACTED].

Within her own product area, [REDACTED] works very closely with strategy, sales, and consulting on identifying and reviewing customer requirements, prioritizing product roadmap, support/presales calls, and early adopter training. She works with usability, documentation, support, and sales engineering teams on product design and launch activities.

Internal Deployment of [REDACTED] in the [REDACTED] is a key corporate initiative. [REDACTED] works very closely with [REDACTED] and finance process owners to provide solutions, explain product functionality, and align product roadmaps.

ACHIEVEMENT

(Describe specific, significant deliverables or accomplishments attributed to this individual as the major contributor. Who within or outside of Oracle would know of these achievements? Also explain how the individual exhibits the qualities of leadership, technical credentials and overall ability to represent their group/Development both within and outside Oracle.)

[REDACTED] has specifically managed the following:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Credentials:

- **Certified Public Accountant (CPA)** from [REDACTED]

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- **Chartered Accountant (CA)** from [REDACTED]
- **Bachelor Of Commerce (Hon)** from [REDACTED]
- **Professional Training** - [REDACTED] from Oracle University

RECOMMENDATIONS

(Comments from other senior management staff, both within and outside of group—minimum of three)

[REDACTED]
Senior Director, [REDACTED]
 [REDACTED] has worked closely with my teams and me for the past several years. In general, and specifically in the context of key projects such as [REDACTED] projects, she has demonstrated deep subject matter expertise, teamwork, and diligence. [REDACTED] is an excellent business partner, and an asset for the [REDACTED] team. I recommend her for promotion to the M3 level.

[REDACTED]
Director, OAL
 I have been working with [REDACTED] for the last couple of years on the [REDACTED] for Oracle. At all times [REDACTED] is extremely responsive and always takes on responsibility for the tasks assigned to her or her team.
 [REDACTED] is focused on the end results and is able to break up complex problems into smaller pieces and solution them as per our requirement. She is also able to think out of the box and come up with innovative ways of fixing a business problem. She is a great partner as we progress our systems to the [REDACTED].
 I support her promotion request.

[REDACTED]
 [REDACTED] has worked with my teams and me on [REDACTED] projects. She has demonstrated deep subject matter expertise, collaboration, and management skills. I have found her to be very responsive and always willing to take on responsibility for tasks assigned to her or her team. I recommend her for promotion.

Position Criteria

(Senior management positions may include unique requirements, therefore template metrics are general guidelines, not hard rules.)

FACTOR	DIRECTOR	SR. DIRECTOR	VICE PRESIDENT
Summary Of Experience	Requires 8-12+ years of related managerial/technical experience, including at least 2+ years as Sr. Manager. Works on projects of high	Requires 10-14+ years of related managerial/technical experience. Should have broad functional experience, enabling management of product mgt.,	Requires 12-16+ years of related experience. Directs and controls activities through directors. High conceptual complexity, with significant

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	conceptual complexity. Provide tenure in current position and overview of prior jobs held.	QA, tools, Doc, etc. Directs and controls activities through managers. Works on projects of high conceptual complexity. Provide tenure in current position and overview of prior jobs held.	intangible or external factors, performing significant management or leadership roles. Provide tenure in current position and overview of prior jobs held.
Management Skills	Mgt. skills more task focused within their group. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.	Mgt. skills divided between group task focus and problem solving between groups in division. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.	Executive level mgt. skills as shown in communication, leadership or strategic initiatives. Leads problem resolution and agenda setting within and between divisions. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.
Scope Of Position	Manages teams with responsibility for a project or software area. Full responsibility for architecture of 1 or more layer or subsystem within a product or medium sized product.	Manages teams with responsibility for a product or product set, or a substantial portion of a very large product. Full responsibility for architecture of 1 or more layer or subsystem within a product or medium sized product.	Manages large staff structured into teams or sections. Full responsibility for a product group, large product or function. Completes projects that span product or organizational boundaries.
Significance of Position and Impact On Oracle	Technology or product area is critical to the success of Oracle's strategic goals. Decisions impact schedule and group operations of Product Development and may impact revenue. Decisions may be visible to Product Development SVP and senior management. Actively defines product goals/directions within their area and indirectly with multiple other areas.	Technology or product area is critical to the success of Oracle's strategic goals. Decisions impact schedule and group operations of Product Development and possibly other divisions. Decisions are visible to Product Development SVP and generally other senior management. Actively defines product goals/directions and is fully responsible for their establishment within their area and indirectly impacts multiple other areas. Suggests and justifies product direction with VP/SVP approval	Decisions have serious impact on success of division and company operations. Plays major role in developing corporate and/or division strategies and policies. Sets standards and procedures in a significant product area or product family. Suggests and justifies product direction with SVP/EVP approval.

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External Visibility	Visible	Highly visible	Highly visible, may meet with or represent Oracle with external contacts such as industry forums, key customers, partners, press or analysts.
Teamwork and Internal Influence	Some interaction with other groups, influences decisions. Should exhibit effective teamwork with directors and above within Product Development and across Oracle.	Interacts with other groups, driving action plans and decisions. Broad influence with: senior management. Should exhibit effective teamwork with directors and above within Product Development and across Oracle on critical matters.	Significant interaction within and across divisions and highly successful in driving strategic level decisions and action plans with these groups. Regularly interacts with Oracle senior management and major customers on critical matters
Achievements	Technical or managerial stature recognized within group and/or Oracle. Represents group within Oracle. Under broad direction, defines requirements for new projects and specifies designs and develops software to those requirements.	Technical or managerial stature recognized within group, widely within and outside Oracle. Defines requirements for new projects and specifies designs and develops software to those requirements. Represents group within Oracle	Technical or managerial stature recognized within group, widely across and outside Oracle. Defines requirements for new projects and specifies designs and develops product components accordingly. Represents group and Oracle both within and outside the company.
Recommendations	From Product Development senior management outside of VP's group	From senior managers, both within and outside Product Development.	From senior managers, both within and outside Product Development.

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