

**██████████ - Management Promotion Template**  
**(Product Development)**

<b>Employee Name:</b>	██████████	<b>Location:</b>	Redwood Shores
<b>Current Position:</b>	Development Manager	<b>Proposed Position:</b>	Senior Development Manager
<b>Current # of Directs:</b>	7	<b>Proposed # of Directs:</b>	7
<b>Current # of EEs in Org:</b>		<b>Proposed # of EEs in Org:</b>	
<b>Previous 3 Performance Ratings:</b>	5	<b>Manager / Group VP:</b>	Shasank Chavan / ██████████
<b># of Years in Current Position:</b>	1.8	<b># of Years in Industry:</b>	9

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

**SUMMARY OF EXPERIENCE**

██████████ earned his BS and MS degree in Electrical Computer Engineering from ██████████ University in 2008. He completed numerous internships at various places – e.g. ██████████. He began his career at Oracle in 2008, working in the ██████████ team with Oracle ██████████. In the short span of 2 years there, he completed projects for ██████████ and ██████████ components). He joined Oracle ██████████ in 2010, working in the ██████████. ██████████ has rose up the ranks quickly, going from ██████████ in 9 years. He has been a ██████████ for nearly 2 years now (1.8 years). His core responsibilities include owning the ██████████ and several ██████████). He currently is working on the next generation Oracle ██████████ where he and his team have taken ownership for the ██████████ through ██████████. He manages a team of ██████████ that spans across the ██████████

**MANAGEMENT SKILLS**

██████████ is by far one of the strongest technical managers we have in the database organization. He is highly technical, extremely competitive, works night and day, and takes it personal if features he's working on don't live up to their potential. He transfers this energy to his group, and they drink it up like Gatorade. He's also very keen on giving work to his directs – he wants them to be fully satisfied and content with their careers at ██████████ and he makes that known in weekly 1-on-1s. He manages a fairly large team at ██████████ (although he has ██████████ dotted-line directs in ██████████, he effectively manages the entire group there). His teammates respect him tremendously, in part because of his strong work ethic and knowledge of the code base. But he's also very personable, easy to work with (up and down the chain), and simply gets the job done. He does a great job retaining his directs because he works very closely with them – he handholds new hires until they're ready to take ownership of small features or components in the ██████████ and knows how to relinquish control and hand large designs off to more senior developers, all the while staying engaged in their designs. For example, he has offloaded the ██████████ work to ██████████ in ██████████ entrusting him to continue maintaining and developing the feature. ██████████ is no small project by any account – without it, the ██████████ would have encountered with the ██████████ would be ██████████ than what we see today. He's organized with his leadership, maintaining 1-on-1s with his directs on a regular basis, keeping his status reports online via ██████████ and making sure his management above are aware of his work and progress.

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## SCOPE OF POSITION

██████████ is currently working on Oracle's next generation, highly available, ██████████ we're calling ██████████. This project is crucial for Oracle to stay competitive in the ██████████ space against the likes of ██████████. All of the ██████████ organization is betting large on this project. ██████████ begins with the ██████████ and that's where ██████████ and his team are firmly situated in. The project is still several years out from release, which means ██████████ and his team have a lot of work to deliver. His team will certainly need to grow to keep up with the demand of the release, which ██████████ is more than capable of achieving. Besides ██████████, ██████████ is responsible for numerous ██████████ features with the ██████████. These features will also keep his team occupied and engaged/excited about ██████████ innovations in the space.

## SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

The ██████████ option was the fastest growing ██████████ option when released in 2014. It's adoption has been steady, and will likely increase as Oracle pushes into the cloud. Many internal Oracle solutions and applications ██████████ will be shifting over to ██████████ which indirectly gives ██████████ a larger presence in the cloud. With ██████████ covered, the shift now is towards ██████████. ██████████ continue to take away market share from Oracle in this space, and without an appropriate response, Oracle could risk losing a large base of its customers. It's extremely important that Oracle succeeds with ██████████ for this very reason – ██████████ revenue is at stake.

## EXTERNAL VISIBILITY

██████████ has not had enough opportunity to present the features he's worked on to outside interests such as customers and partners. He has given many talks within the organization, and has written numerous patents which describe his technical innovations, and is currently working on conference papers to describe our work to the academic community. As the ██████████ project develops and we go into release, his role with outside interests will surely expand.

## TEAMWORK AND INFLUENCE WITHIN ORACLE

██████████ has done an excellent job interacting with groups across ██████████ etc. The projects ██████████ has worked on has had a profound effect on organizations across the ██████████. For example, his work on ██████████ which leverages ██████████ provided by ██████████ has been demonstrated by the ██████████ team to improve ██████████ when ██████████ and by the ██████████ team to showcase how ██████████ which have used ██████████ to demonstrate how competitive ██████████ is to ██████████. Also, his work on ██████████ is highly visible – members from ██████████'s team rely on ██████████ to ██████████ (since ██████████. ██████████ actively pushes his agenda forward, not letting up, even though progress can sometimes be slow with teams adopting our features. All of his (and his teams) hard work has resulted in a high-quality, high-performance ██████████. Although ██████████ has worked on numerous highly visible projects, he himself has not been as visible of a figure as his projects entail, primarily because he's ██████████. The fact that he's been remote for the past 1.5 years, and still able to be a highly active member of the organization internally, churning out top-notch features release to release, is indicative of how super ██████████ is as technical manager in our organization.

## ACHIEVEMENT

██████████ owns significant components in the ██████████ to name a few. He also is responsible for key ██████████ components such as ██████████. Recently he has taken ownership of several ██████████ components – specifically ██████████ integration. He is also working on ██████████ project aimed at

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██████ has been one of the most valuable members of the ██████████ team since the time he joined Oracle. He has worked on many aspects of the ██████████ including ██████████

More recently, ████████ has been involved in the design and implementation of the ██████████ a high-impact, critical feature in the ██████████

All of these projects, large or small, highlight ████████'s deep knowledge of the ██████████ and his systematic approach to the entire development process: starting from the core ideas all the way to the final implementation and testing, and demonstrate his ability to collaborate with multiple teams and ██████████.

In addition to his development responsibilities, ████████ has also been a manager and mentor to a number of junior developers, helping educate them in the intricacies of the ██████████ and guiding them through the implementation of various projects. His cheerful and helpful attitude make it a pleasure to work with him, and his promotion to ██████████ is well-deserved.

#### ██████████ - Architect

Over the last several years I worked with ████████ on a few ██████████ and issues. Initially ████████ was an ██████████ and he achieved a ██████████ level in the data ██████████. Most recently he also started managing a group of data ██████████ developers and I had a chance to work with him in that role as well, on features such as ██████████. ████████ has deep knowledge of the code areas he and his group own, and is setting a good example for other engineers by following through on all steps of our development process, from new feature proposals and specs to production customer support.

#### ██████████ Director

My team and myself have worked with ████████ for the past 3 years and we have interacted extensively during the requirement, design and implementation of ██████████ of ██████████ operations. During this interaction, my team and myself have found ████████ to have very good understanding of his domain and communicate his requirements effectively to us, our team has had good productive meetings and outcome from our interactions. I support his promotion to ██████████

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