

Management Promotion Template

FOR USE IN THE PRODUCT DEVELOPMENT ORGANIZATION ONLY



Employee Name:	[REDACTED]	Manager:	[REDACTED]
Current Job Code, Job Code Title, and Career Level:	M5	Proposed Job Code, Job Code Title, and Career Level:	M6
# of Years in Current Position:	3	# of Years in Industry:	19
Current Salary:	[REDACTED]	Min Salary for Proposed Job Code/Level Salary Range:	[REDACTED]
Performance Ratings within the last 3 years:	5	Salary Increase Amt within the last 3 years:	[REDACTED]
Equity awarded within the last 3 years:	[REDACTED]		

PLEASE ADDRESS THE FOLLOWING FACTORS, INCLUDING EXAMPLES WHEN RECOMMENDING PROMOTIONS TO SENIOR DEVELOPMENT POSITIONS IN PRODUCT DEVELOPMENT.

SUMMARY OF EXPERIENCE

[REDACTED] has 19 years of overall experience, 3 years in the current [REDACTED]. He has been with Oracle for 5.5 years in various capacities ranging from [REDACTED] development, [REDACTED] design, [REDACTED] evaluations, development to business [REDACTED]. [REDACTED] has been the leader in [REDACTED] working with both internal and external teams on strategic initiatives, including new market expansion and go-to market partnerships.

MANAGEMENT SKILLS

Since joining Oracle 5.5 years ago, [REDACTED] has lead multiple strategic initiatives working across both internal & external teams. Since March 2015, he has created & lead the [REDACTED] team accountable for [REDACTED].

While at Oracle, [REDACTED] has been in the forefront of strategic initiatives and successfully managed the overall process pertaining to [REDACTED].

SCOPE OF POSITION

[REDACTED], managing [REDACTED], is responsible for developing the [REDACTED], leading initiatives from working with Sales on justification packages and business models to [REDACTED]. In this role, he has frequently demonstrated leadership skills in alignment with what is expected of a [REDACTED]. This often includes leading planning

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discussions with Executives from across the [REDACTED]. The [REDACTED] team comprises of a team of [REDACTED] responsible for [REDACTED] as well as building out the metrics to track [REDACTED] operations at both technical and business levels. They are accountable for all aspects of [REDACTED] [REDACTED], etc.)

METRICS: HEADCOUNT AND SPAN OF CONTROL

Current:	3
Proposed:	15

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

[REDACTED] has been leading [REDACTED] strategy both while in [REDACTED] as well as [REDACTED] organization over the past 4 years. During this time, he has on-boarded [REDACTED]. He has successfully changed [REDACTED] and [REDACTED] processes during this time for the [REDACTED]

He continues to provide commercial, technical, and business subject matter expertise around [REDACTED], including working with internal teams ranging from [REDACTED].

EXTERNAL VISIBILITY

[REDACTED] has demonstrated significant leadership skills in building and managing relationship with external partners at the Executive levels as the face of [REDACTED]. He continues to serve on [REDACTED] for several of Oracle's [REDACTED], and have shaped policies and relationships between [REDACTED]. In addition, he is a [REDACTED] at conferences, and has given presentations both at [REDACTED] events, as well as industry conferences.

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TEAMWORK AND INFLUENCE WITHIN ORACLE

[REDACTED] lead the creation of strategic processes such as [REDACTED] for Oracle [REDACTED] process. He continues to successfully work with Executive Management across Oracle, and is known as a leader who provides strategic vision and input into Oracle [REDACTED] successful global growth.

[REDACTED] has been able to influence [REDACTED]'s direction both at the technical and business front, moving towards a [REDACTED] [REDACTED] that allowed [REDACTED] to grow in a cost effective and flexible manner. In addition, he continues to work with various teams to help shape policies and processes.

ACHIEVEMENT

[REDACTED]'s high level achievements can be seen in "Significance of Position and Impact on Company" section of this document. However, besides some of the tangible achievements, [REDACTED] he has provided many intangible benefits to the company and [REDACTED] team. His team provides a trusted and reliable source of know how to get the job done, and assist Execs with many of the strategic discussions. He continues to advance in his ability to communicate at all levels in a concise and effective manner, allowing Oracle to make informed decisions and execute quickly. His ability to look at the picture both holistically as well as microscopically, and influence teams in the background continues to help Oracle navigate through complicated business environments.

RECOMMENDATIONS

[REDACTED]

I've worked very closely with him over the last year. We've made a great team on our respective sides of the house in driving the [REDACTED] projects. He is extremely personable and energetic. Overall a pleasure to work with and a breath of fresh air who is also driven to make great things happen for Oracle. Always responsive, helpful and knowledgeable about our [REDACTED] infrastructure as well as the competitive landscape and latest developments. He exhibits awareness of interpersonal and hierarchical dynamics internally as well as within partners, customers and competitors, fostering fruitful relationships and leveraging these insights to accomplish things internally and externally. An opportunity for development is to be proactively less high level when required, anticipating circumstances demanding greater detail, precision and scrutiny in advance of follow ups.

I enjoy working with him, both personally and professionally. We make a highly effective duo driving things and I look forward to continuing to execute on our [REDACTED] vision together.

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[REDACTED]
[REDACTED] ARE CRITICAL ELEMENTS OF ORACLE'S PIVOT TO [REDACTED] HAVING SPENT A NUMBER OF YEARS AT [REDACTED] HELPING THEM BUILD
OUT THEIR [REDACTED], [REDACTED] IS A TRUE SUBJECT MATTER EXPERT ON [REDACTED]. HIS VISION, LEADERSHIP SKILLS, AND ABILITY TO
DRIVE COLLABORATION ACROSS MULTIPLE [REDACTED] HAVE REALLY HELPED ORACLE TO MANAGE AND GROW ITS [REDACTED] IN A COST-EFFECTIVE MANNER. I CONSIDER
[REDACTED] A TRUSTED BUSINESS PARTNER AND FULLY SUPPORT HIS PROMOTION TO [REDACTED]