

## Management Promotion Template (Product Development)

<b>Employee Name:</b>	██████████	<b>Location:</b>	
<b>Current Position:</b>	Principal Member of Tech Staff	<b>Proposed Position:</b> 400 Oracle Parkway, Redwood Shores, CA	10020.Software Development Manager.PRODEV.SWENG.M2  Manager of Software Development
<b>Current # of Directs:</b>	2	<b>Proposed # of Directs:</b>	2
<b>Current # of EEs in Org:</b>	2	<b>Proposed # of EEs in Org:</b>	2
<b>Previous 3 Performance Ratings:</b>	4,4,4	<b>Manager / Group VP:</b>	Wei Hu
<b># of Years in Current Position:</b>	6	<b># of Years in Industry:</b>	13

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

### SUMMARY OF EXPERIENCE

██████████ has been an outstanding contributor to the ██████████ team at ██████████ for about 13 years. She is an expert in many areas of ██████████ and in general, ██████████ where she has delivered several key features for ██████████ customers. Her work on ██████████ technology won a lot of applause. ██████████ has been heavily used by ██████████ role transition. Of late, her work on robust role transitions took the guess work out of role transition, and made it more solid. These are some of the features she has worked on. Her most important skill is the ability to ██████████, no matter what ██████████. This is evident from the myriad of customer issues and ██████████ has worked on.

### MANAGEMENT SKILLS

This is ██████████'s first chance at being a manager, a position that she expressed a desire for, and which is consistent with her career goals. While she has never managed engineers directly, she has in the past worked with junior engineers, and mentored them while they acquired the required skills needed in a ██████████ at Oracle. She owns the ██████████ and role transition ██████████ which is fairly complicated. It is her responsibility ██████████ of those areas, and she has done that over several years.

### SCOPE OF POSITION

We are starting a new team in ██████████ to focus on ██████████, where ██████████ feature predominantly. As such, the marriage between ██████████ is absolutely needed for Oracle to succeed in the cloud. ██████████'s task as a manager will be to own and define this area (██████████) and grow a highly skilled team that will deliver new functionality in this area for Oracle customers. It is a very challenging job, and we believe ██████████ is capable of succeeding at it.

### SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

Revised November 17, 2011

The position is has a huge significance to Oracle because we expect [REDACTED] offering to Oracle's [REDACTED] customers. All these customers will typically get a pluggable database (part of multi-tenant feature) for their applications and they will desire a standby for the pluggable database. This will generate revenue while providing value add to customers.

#### **EXTERNAL VISIBILITY**

[REDACTED] attends [REDACTED] whenever she gets the chance and talks to customers – so she is acutely aware of the features customers need and their pain points. She has worked with several teams across the peer organizations such as [REDACTED] teams. This aspect of her work, to be able to collaborate with external teams will be very useful for her in her managerial position. For example, for the [REDACTED] project, she had to work with the [REDACTED] teams to get that project completed on time. For [REDACTED], she had to work with [REDACTED] team. Her ability to work across different teams, whether the members are part of her team, or whether they are members of her peer teams, she has always done a fabulous job of coordinating such cross-group effort.

#### **TEAMWORK AND INFLUENCE WITHIN ORACLE**

[REDACTED] has occasionally done cross-group projects that required her to describe her work and her requirements, and in some cases, for her to understand the requirements of other teams and provide interfaces to support those. She is very well regarded outside her immediate team as well. Her own team mates hold her in high esteem, especially for the code area that she manages and owns. They have come to expect top quality work from her, and she never fails to deliver on that front. She is especially very good at [REDACTED] hard to understand issues, and especially when they come with limited information. Her final solution to the problem clearly demonstrates her understanding of the particular issue, and also creativity in the solution she proposes and implements. She is very good with giving feedback and does not shy in providing her opinion, even if she is speaking against the tide. This is a great quality to have in a manager.

#### **ACHIEVEMENT**

[REDACTED] has been an integral member of the [REDACTED] for the last 12+ years. During that time period, she has worked on several important projects that enhance [REDACTED] significantly, providing immense value add to Oracle customers. She has built a solid reputation as a hard working and intelligent developer, with an eye for detail, and who takes immense pride in her work, which is always of the highest quality.

As of last couple of weeks, she has added managerial responsibilities to her work. Her team's charter is to lead the effort to define how [REDACTED]

Below are some of her salient accomplishments. Each of these features allowed Oracle to maintain its lead over competing products in the industry, and provided unique solutions to customers in the [REDACTED]

If you can send me a brief write up by end of this week, I will appreciate it.

Thanks,

Revised November 17, 2011

[Redacted]

(1) [Redacted]

[Redacted]

Patent Filed: [Redacted]  
For: [Redacted]  
Inventors: [Redacted]  
Our Reference No.: [Redacted]  
Your Reference No.: [Redacted]

(2) [Redacted]

[Redacted]

(3) [Redacted]

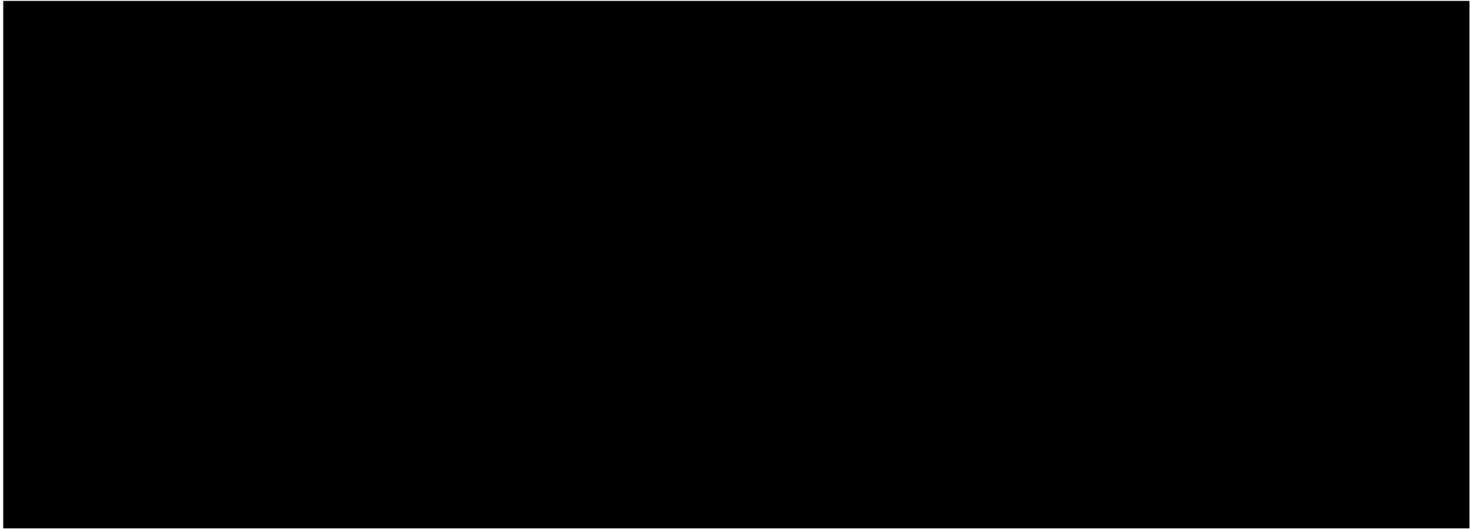
- [Redacted]
- [Redacted]
- [Redacted]

(4) [Redacted]

[Redacted]

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**Key Customer Engagements:**



**RECOMMENDATIONS**



I've known [REDACTED] since she joined the [REDACTED] team at [REDACTED]. In fact I interviewed her for the opening and at that time found her to be a very intelligent engineer. Over the years [REDACTED] has proven herself to be a valuable find for Oracle. She has worked on key features like [REDACTED] [REDACTED] and [REDACTED], items the [REDACTED] relies upon.

She responds quickly to questions and issues in her area and takes ownership of any issues that arise. This will be an asset to her as she expands her responsibility set into a managerial role.

I believe [REDACTED] will do well as a manager and recommend her for this promotion.



I recommend promoting [REDACTED] to to manager. [REDACTED] is an important member of the [REDACTED] team, having worked on many important projects in [REDACTED] area including [REDACTED], making role transition more robust, as well as providing [REDACTED].

Revised November 17, 2011

