



THOMSON REUTERS

# 2011 Wider Feedback Consolidated Report

**Name:**Chandre Gowda  
**Title:**Technical Leader

**ID:**0137013

**Business Unit:**M Content Inst & Pricing Cont **Manager:**Gary Vollink

**Date:**Jan 9, 2012

## Thomson Reuters Values

### Customers are the heart of everything

#### Employee Assessment:

Understands how to keep customers happy and worked on that by providing timely deliveries and suggestions to help their requirements. Our customers are Analysts who uses NIFE, they are happy about the new changes brought in for the NIFE both features and look n feel and easiness of working with the tool. Timely response from both side helped each other to complete the NIFE Phase II requirements.

#### Wider Feedback:

1. Chandru realizes the importance of the customer in his projects. He is capable of communicating effectively with the users of his products to ensure that their needs are met. He does not over-promise results, but does provide opportunity for corrections to be made to project requirements, as long as they are made through the proper channels.
2. He's got plenty of knowledge of IT/Computer, that is very helpful
3. Though its just an year in Thomson Reuters Chandru has made an amazing progress in knowing his customers - FI content. He has been proactive and responsive in his interactions with the FI content. I was really impressed with the solutions he came up for resolving the issues with NIFE especially the one pertaining with IE browser and the schedule data fields. I guess now its time for Chandru to get his reportees involved with FI content so even they get to initiate and follow his footsteps.

Employee:

WFP Average:



## Business is global

#### Employee Assessment:

As I work with different regions, keeping them satisfied and happy about the service we provide was main goal for me. Understanding their needs and providing the solutions which helps them was priority task and is achieved successfully. There is no conflict from any of the team with the understanding and the way we expect requirements and the way we deliver them.

#### Wider Feedback:

1. Chandru is quite capable of incorporating feedback from diverse sources with regards to the primary objectives of his assigned tasks (in the case of TAFI/NIFE). The primary example of this is working with multiple analysts to determine common and unique portions of template production for a TAFI-based system. In the future, however, he will need to learn how to determine whether or not multiple systems are being affected by the changes he makes to any installed code. An example includes the accidental removal of the TR modules during a PPE install, causing the party bulk loader to fail.
2. Chandre is very open-minded to new ideas. He makes sure new requirements are communicated to the teams globally when doing the NIFE project.
3. There is no doubt that Chandru has been collaborating across boundaries and cultures with the various Fixed Income stakeholders and production teams. He has also been leveraging his prior domain expertise and skills towards the NIFE project he is working. I am really inspired by his dedication to stakeholders where in he stays up till 4am Bangalore time to interactive with some of his production team stakeholders. I have noticed that Chandru at times is not in sync with the data ops and BAU EJV Beijing developments. I feels Chandru needs to be involved much more with the BAU EJV Beijing team and should be given opportunity to grow his knowledge on EJV architecture and dev processes.

Employee:

WFP Average:



## People make the difference

#### Employee Assessment:

Provided constant feedback to the team members during the weekly meetings. Encouraged them to concentrate on their career improvements. Gave sufficient time for them to think and work on the given task so that they can come up with good solutions.



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## Wider Feedback:

1. I know that Chandru has a great team. He has succeeded at providing them with an opportunity to participate in knowledge sharing and training with a coworker in the US. He is also proficient at asking the right questions to help them get their work done in an efficient and effective manner.
2. Chandru has shown a great deal of commitment in setting and achieving ambitious goals. He is very much a people's person and always accessible be it weekends or holidays!

Employee:

WFP Average:



## Performance matters

### Employee Assessment:

Work progress is very much ahead of the timelines which is achieved by proper planning and delegation of tasks. Worked on challenging tasks which benefits all the customers. Took initiative to improve the NIFE application looks and feel and also to fix the issues that hinder the customers.

### Wider Feedback:

1. Chandru has shown proficiency at using the tools at his disposal to track project deadlines and milestones. The goals were lofty for the NIFE Phase II project, the time lines short, and yet his team prevailed at delivering the results.
2. Chandre shows high standards of performances and is very committed to his work
3. Chandru has been very positive in his approach and has show great commitment towards NIFE project and stakeholders. I am sure he will be able to create opportunities for excellence, and growth for himself as well as the team he is leading in the year ahead. Chandru and his team's overall performance has been excellent this year!

Employee:

WFP Average:



### Additional Comments:

2. It was great to be able to work with Chandre on the NIFE project. He is always very helpful in showing us how to write a clear requirements and change requests. Even though content team does not quite understand how the backend mappings work, Chandre is always very patient and tries his very best to explain to us. We would not have successfully sign off Hydra testing on time for Asia without his guidance and knowledge.
3. Chandre makes enormous efforts for improving NIFE templates. As one of NIFE team, he is the most reliable person to contact. His action is very speedy for requests from NIFE testers.
4. Great character to work with. > Excellent towards his commitment to work > Fundamentally very strong in his area of expertise > Creates very easy environment around him to work and communicate > Deserves applause for his work on NIFE (Exceptional effort) > Hugely inspiring and give lot of learning from his work commitments and talks
5. It was great working with Chandru, as I mentioned above I am really inspired by his commitment to the organisation and stakeholders. I have no doubts in his technical abilities, may be its time he focuses sometime in learning the fixed income and financial concepts as a PDP plan. Also, I hope Chandru gets expose to the over all EJV and not just confined to NIFE in the years ahead. His over all performance has been excellent and I wish him all the very best of luck for the years ahead!