Ford Go Further

2018 Performance Review for William Sommerville

Employee Information

First Name	William	Last Name	Sommerville
Global ID	1570321	Title	Technology Mgmt Specialist
Salary Grade/Level	SG8	Skill Team	Information Technology
Business Unit	USA Automotive	Country/Market	United States
Supervisor	Ronald Orr		

Performance to Objectives/Accomplishments

Employee inputs performance toward key objectives and accomplishments in this section and provides optional overall comments. People leader reviews / edits as necessary and optionally rates each objective (Note: Updates to objectives are immediately viewable on the employee's Objective Worksheet).

Objectives

Assist in Vrops automation process for Next-Gen datacenters. Assist in the documentation (L4's) current operations and any required SOP's.

Complete

* Attend Agile meetings whenever possible.
* Attend Vrops training whenever possible.
* Develop L4's, SOP and any notes toward the proper operations of Vrops and any other application assigned.
* Assist team in trouble shooting issues that may extend or delay delivery.
* Provide current state status to management when required.
* Provide the required support in accordance to the VMware Vrops Arch Design manual
* As part of that support, become familiar with the support tools (PowerShell. GitHub, Rally, Flowdoc, etc) for operations process and procedures
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Rating

Exceeded Some

Objective Details

Key Objective	Assist in Vrops automation process for Next-Gen datacenters. Assist in the documentation (L4's) current operations and any required SOP's.	Performance to Objectives/Accomplishments	* Attend Agile meetings whenever possible. * Attend Vrops training whenever possible. * Develop L4's, SOP and any notes toward the proper operations of Vrops and any other application assigned. * Assist team in trouble shooting issues that may extend or delay delivery. * Provide current state status to management when required. * Provide the required support in accordance to the VMware Vrops Arch Design manual

* As part of that support, become familiar with the support tools (PowerShell. GitHub, Rally, Flowdoc, etc) for operations process and procedures

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Start Date	07/01/2018	Due Date	12/31/2018
Status	Complete		

Objectives

• Support transformation of ITO organization into service based team to support PDO delivery commitments at market speed.
• Support organization changes necessary to support NextGen hosting and ITO Services
• Make Ford IT a tech workplace of choice
• Innovate and automate TM services to deliver outstanding customer experience and satisfaction
• Support infrastructure requirements for new business models and applications that will deliver significant business value.

[Complete]

* Supported IT Culture whenever possible
* Provided these initiatives while maintaining current operations
* Insured any plans, recommendations and briefings are provided to management in a timely manner.

Rating

Met

Objective Details

Key Objective	• Support transformation of ITO organization into service based team to support PDO delivery commitments at market speed. • Support organization changes necessary to support NextGen hosting and ITO Services • Make Ford IT a tech workplace of choice • Innovate and automate TM services to deliver outstanding customer experience and satisfaction • Support infrastructure requirements for new business models and applications that will deliver significant business value.	Performance to Objectives/Accomplishments	* Supported IT Culture whenever possible * Provided these initiatives while maintaining current operations * Insured any plans, recommendations and briefings are provided to management in a timely manner.
Start Date	07/01/2018	Due Date	12/31/2018
Status	Complete		

Objectives

•Protect our customers and our business, while strengthening cyber security capabilities
•Support Security, & Identity Mgt Projects (Security Center for Azure, etc,)
•Run and Protect - Operate services to agreed IT service levels while improving operational excellence, and deliver security & controls
•Identify and drive game changing technologies, and innovations that deliver significant business value
o Standard Compute
•Support NextGen and legacy infrastructure and services

[Complete]

o Increase automation in legacy environments
Continue to foster a culture and environment for customer centric
innovation for operational excellence innovation for operational excellence

* Supported security objectives by monitoring any odd or suspicious activity patterns. Reported discovery ASAP.
* Supported customers per SLA (Service Level Agreement).
* Provided recommendations towards improving technologies and operational procedures.
* Coordinated with vendor in the reestablishment and upgrade of HPSIM (Hewett Packard Systems Information Management)
* Rebuilt and upgraded HPSIM Primary system due to data center outage.

Rating

Met

Objective Details

Key Objective	•Protect our customers and our business, while strengthening cyber security capabilities •Support Security, & Identity Mgt Projects (Security Center for Azure, etc,) •Run and Protect - Operate services to agreed IT service levels while improving operational excellence, and deliver security & controls •Identify and drive game changing technologies, and innovations that deliver significant business value o Standard Compute •Support NextGen and legacy infrastructure and services o Increase automation in legacy environments Continue to foster a culture and environment for customer centric innovation for operational excellence innovation for operational excellence	Performance to Objectives/Accomplishments	* Supported security objectives by monitoring any odd or suspicious activity patterns. Reported discovery ASAP. * Supported customers per SLA (Service Level Agreement). * Provided recommendations towards improving technologies and operational procedures. * Coordinated with vendor in the reestablishment and upgrade of HPSIM (Hewett Packard Systems Information Management) * Rebuilt and upgraded HPSIM Primary system due to data center outage.
Start Date	07/01/2018	Due Date	12/31/2018
Status	Complete		

Objectives
•Progress the Data Center of the Future (DCOF) to enable services at market speed.
o Day 2 Readiness for Standard Compute and Purpose Built
o Support Initial implementations of Standard Compute 2Q18
o Support Initial implementation of Purpose Built 2Q18
o Prove out EDC1 Standard Compute Operating Procedures, , Run Books and Resiliency
o Prove out EDC1 Purpose Built Operating Procedures, Run Books and Resiliency
• Support IT Fitness initiatives

<div style="text-align:right">Complete</div>

* Developed research pattern & material in support of DCOF (Data Center of the Future) assisting towards market speed.
* Provided the required support (training, research and review) in accordance to VMware and Vrops design and operations established standards.

Rating

Met

Objective Details

Key Objective	•Progress the Data Center of the Future (DCOF) to enable services at market speed. o Day 2 Readiness for Standard Compute and Purpose Built o Support Initial implementations of Standard Compute 2Q18 o Support Initial implementation of Purpose Built 2Q18 o Prove out EDC1 Standard Compute Operating Procedures, , Run Books and Resiliency o Prove out EDC1 Purpose Built Operating Procedures, Run Books and Resiliency • Support IT Fitness initiatives	Performance to Objectives/Accomplishments	* Developed research pattern & material in support of DCOF (Data Center of the Future) assisting towards market speed. * Provided the required support (training, research and review) in accordance to VMware and Vrops design and operations established standards.
Start Date	07/01/2018	Due Date	12/31/2018
Status	Complete		

Objectives
•Reduce workplace obstacles including bureaucracy
•Attract, engage and develop talent through culture transformation to ensure a sustainable organization
•Attract and retain technical talent and maintain/grow professional capabilities, and develop plans to further leverage tech specialist programs
•Continue to promote and embrace 'Celebrating Normal' and employee recognition
•Prepare Server and Cloud Operations team for DCOF/Next Gen Hosting
•Ensure robust Individual Development plans are in place for the team
Lead the Culture Transformation for Server and Cloud Operations

Complete

* Researched pattern & material in support of DCOF (Data Center of the Future) assisting towards market speed.
* Provide KOH (Knowledge Over Hierarchy) based upon previous experience whenever possible.
* Assisted team by sharing any and all information
* Supported Culture Transformation for Servers and Cloud Operations.
* Continued to promote One Minute Manager styles for team enhancement
* Participated in team meetings submitting information and ideas towards smarter and smoother operations
* Provided status information to customers and management during project timeframe
* Applied initiative in an liaison role towards workable solutions
* Used any acquired information for team's procedural benefit

Rating

Met

Objective Details

Key Objective	•Reduce workplace obstacles including bureaucracy •Attract, engage and develop talent through culture transformation to ensure a sustainable organization •Attract and retain technical talent and maintain/grow professional capabilities, and develop plans to further leverage tech specialist	Performance to Objectives/Accomplishments	* Researched pattern & material in support of DCOF (Data Center of the Future) assisting towards market speed. * Provide KOH (Knowledge Over Hierarchy) based upon previous experience whenever possible. * Assisted team by sharing any and all information

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programs
•Continue to promote and embrace 'Celebrating Normal' and employee recognition
•Prepare Server and Cloud Operations team for DCOF/Next Gen Hosting
•Ensure robust Individual Development plans are in place for the team
Lead the Culture Transformation for Server and Cloud Operations

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* Supported Culture Transformation for Servers and Cloud Operations.
* Continued to promote One Minute Manager styles for team enhancement
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Start Date	07/01/2018	Due Date	12/31/2018
Status	Complete		

Objectives
Synergy Project

Complete

* Developed an understanding of the purpose and the function of Synergy
* Developed an understanding of the operations and monitoring tool (One View)
* Provided MIB's (Management Information Base), filter modifications and SNMP (Simple Network Management Protocol) trap ID's for procession to other systems
* Became an liaison between customers and Synergy Admins in regards to system monitoring.
* Provided monitoring guidance support to Synergy Admins
* Became the SPO (Single Point of Contact) with regards of the monitoring understanding of One View, established filter standards and snmp trap sending requirements

Rating

Met

Objective Details

Key Objective	Synergy Project	Performance to Objectives/Accomplishments	* Developed an understanding of the purpose and the function of Synergy * Developed an understanding of the operations and monitoring tool (One View) * Provided MIB's (Management Information Base), filter modifications and SNMP (Simple Network Management Protocol) trap ID's for procession to other systems * Became an liaison between customers and Synergy Admins in regards to system monitoring. * Provided monitoring guidance support to Synergy Admins * Became the SPO (Single Point of Contact) with regards of the monitoring understanding of One View, established filter standards and snmp trap sending requirements
Start Date	07/01/2018	Due Date	12/31/2018

Status   Complete

Objectives

Lead Role on Monitoring System (HPSIM) replacement.

| Complete |

Within the next six months;
Acquire information on several monitoring tools as noted below;

* Cost/Manpower acquisition* Purpose
* Scope
* Operations within the Ford environment
* Cost/Manpower acquisition

Rating

Met

Objective Details

			Within the next six months; Acquire information on several monitoring tools as noted below;
Key Objective	Lead Role on Monitoring System (HPSIM) replacement.	Performance to Objectives/Accomplishments	* Cost/Manpower acquisition* Purpose * Scope * Operations within the Ford environment * Cost/Manpower acquisition
Start Date	07/01/2018	Due Date	12/31/2018
Status	Complete		

Optional Employee Comments on Overall Performance

Provide brief comments on your overall performance (i.e. limit to about 1000 characters).

One Ford Behavior Worksheet Instructions

Click here to access the One Ford Behaviors worksheets to assist in assessing the employee on their demonstration of the One Ford Behaviors. After completing the worksheet, you must manually enter the ratings below.

One Ford Behaviors

Please assess the employee on their demonstration of the One Ford Behaviors.

1. Foster Functional and Technical Excellence

Rating

Very Effective

2. Own Working Together

Rating

Mostly Effective

3. Role Model Ford Values

Rating

Effective

4. Deliver Results

Rating

Effective

Overall Key Objective and One Ford Behavior Ratings (IMPORTANT NOTE TO PEOPLE LEADER: UNCHECK IN THE PRINT SETUP BOX IF YOU DO NOT WISH TO INCLUDE THE OVERALL RATINGS ON THE PRINTED COPY OF THE FORM.)

Provide rating selections on the "What" and the "How" to drive discussion of employee performance and One Ford Behaviours during the Related Work Group. For additional resources click here.

Overall Key Objective Rating Met

Overall One Ford Behavior Rating Effective

Final Overall Performance Rating

Indicate the employee's final rating using the drop down menu to the right.

Final Overall Performance Rating:

Achiever

People Leader Comments

Please provide brief comments on key objectives and performance to objectives; demonstration of One Ford Behaviors; and areas of focus over the next performance period.

Section Comments:

Supervisors Comments

In 2018, Bill continued to improve his vROps and Hardware monitoring skillset to support the EDC1 monitoring effort. He successfully took on new responsibility in the DCoF monitoring space, including learning API's, Habitat code, configurations, PowerShell and lead in the implementation of Synergy hardware monitoring. Bill has also assisted in the training of new team members in our HPSIM monitoring solution.

2018 also had a challenging beginning as dysfunction had sat in amongst the team. Bill participated in team building exercises lead by our Human Resources department which provided prescriptive direction and clear examples to drive effective communications. Bill has begun to leverage his training and needs to foster stronger professional working teams.

As we transition into 2019, Bill has an opportunity to continue his ongoing professional networking journey as mentioned earlier. Additionally, the migration of existing Tivoli server monitoring services and complex custom code to the DCoF will be a core deliverable. I would like to challenge Bill to continue his training journey with activities which will enhance his work at Ford Motor Company. In doing so, Bill should continue to grow new skillsets such as GitHub, Habitat, PowerShell, Python, Jenkins, and more.

2019 also provides the opportunity for Bill to continue the maturity of our SPSM and SPOM monitoring solution, including closing gaps in monitoring of Gen[x] physical servers and utilization of the habitat pipeline for installations and configurational changes. The delivery of key PoC in the AI space will also be key to a successful 2019. Finally, the promotion of positive culture centered on Ford values should be at the forefront.

Year End Discussion

Please indicate the year end discussion was held.

 I have conducted a year end discussion including both performance to objectives and One Ford Behaviors with the employee.

Year End Discussion Date