



2021 Performance Review for William Sommerville

Performance to Objectives/Accomplishments

Objectives

Turn Around Automotive Operations:

1. Complete migration from ECC to DCoF
 - Eliminate services in out dated data centers to capture cost advantages
2. Deliver Infrastructure/Cloud monitoring service within budget
 - Deliver cost advantages
3. Decommission hardware
 - Deliver cost advantages
4. Eliminate reactive and obsolete monitoring architectures
 - Displacement of older reactive monitoring suites

1. Decommissioned HPSIM application and Oracle DB saving approx. \$130,000 monthly
Completed in March 2021.
2. Assisted in the migration of the HPSIM technology to servers directly through Ilo's
Completed in April 2021
3. Assist in the # agents migrated to DCoF
Still ongoing with the SCCM project
- 4 Assist team in the "+/-" monthly budget
Completed decommission of HPSIM.

On Track

Rating

Met

Objectives

Modernize Everything:

1. Implement modern cloud based monitoring services with API exposure (GCP)
 - Modern COTS solution that exceeds customer demands with cloud native services
2. Provide customers customizable alerting thresholds
 - Elimination of "one-size" fits all monitoring services
3. Provide alerting services for predictive analytics. Networking and ICAM
 - Production Predictive Analytics
4. Implement customizable dashboarding with Push Button Consumption
 - Elimination of "one-size" fits all monitoring services

- 1.Has continued working with the vendor towards a "Successful implementation ICAM at particular interests as follows;
 - * # exposed API's"
 - * # custom configurations
 - * # predictive alerts
 - * # custom dashboardsin support of stakeholder

Partial complete with the assignment from the team lead towards the SCCM project.
Assisted Joel in the points above till directed towards the SCCM project as a priority.
In addition, was assigned additional tasks as the monitoring of Tivoli 6 on a daily bases.
Increased the efficiency of Global Monitoring Systems Report by incorporating other monitoring systems.
When SCCM has been approved by Plant One, Will turn attention towards assisting Joel on the issues of ICAM.

On Track

Rating

Met

Objectives

Disrupt Ourselves

1. Elimination of bureaucracy with MaaS
-Enhances customer outcomes
2. Adoption of Agile methodology
-Iterative growth in technical value
3. Disrupt network operations with predictive monitoring
-Reduced network outage/disruption
4. Implementation of SRE - Dev-Prod pipeline & branching methodology
-Quality processes focused on iterative short cycle successes
5. Implementation of SRE - Metrics
-Ability to measure success and failures quickly and drive valued business decisions

On Track

1. Decommissioned six physical hpsim servers in three environments
Completed as of May 2021
2. Has developed and continues Agile Practices
This has been a redirection
3. Has merged with team on alert response
With no detail instructions or guidance, on the alert roster
4. Has developed operational pipelines for implementation into ICAM
Completed, assignments of personnel pending
5. Is insuring of branches implemented"
Completed, however assignments still pending due to ICAM stability
6. Is insuring of metrics is measured and recorded
Global Monitoring System Health Report responsibilities since July 2021

Rating

Met

Objectives

Care for Each Other:

1. Strengthen Cloud Monitoring Talent
-Build Strong Ford Team
2. Provide leadership to grow diverse talent
-Build Strong Ford Team
3. Practice Ford's culture values (See it, Own it, Solve It, Do it)
-Build Strong Ford Team
4. Drive positive change
-Build Strong Ford Team

On Track

1. Continue support of cloud training sessions
2. Working with training sessions lead towards SME status
3. Completed culture Sessions lead/participated
4. Completed pulse surveys
5. Coordinate with customers and team leads on the best approach

These tasks are still on going. No negative feedback received.

Rating

Met

Optional Employee Comments on Overall Performance

Employee Comments

Type your Comments here

Our Truths

1. Put People First

We are a company driven by purpose. Whether it's our customers, employees, partners, or communities, we obsess about the wants and needs of people to drive human progress.

Rating

Met

2. Do the Right Thing

We begin with a belief that trust in our brand, and in each other, comes from acting with integrity and transparency. We foster safe, inclusive work environments that create freedom to be our whole selves and do our best work.

Rating

Met

3. Be Curious

We approach the world and each other with a sense of interest and wonder. We are humble enough to know we can learn this from every situation, and actively question to understand and think critically.

Rating

Met Most

4. Create Tomorrow

We cultivate meaningful change to optimize today and create tomorrow. We look ahead in our focal length and bring clarity to the future. We solve problems creatively, accept risk, and experiment boldly.

Rating

Met

5. Built Ford Tough

We accept challenges and overcome them with confidence, courage and optimism. We put the world on wheels, embracing disruption to evolve. We are resilient and in it for the long haul.

Rating

Met

6. Play to Win

We are accountable. We are in business to create value, and we celebrate when we do. We are focused on our competitive fitness, efficiency and agility. We make quality decisions, and are each empowered to deliver excellence.

Rating

Met

7. ONE Ford

We rely on, respect, and care for each other. We build networks and partner without boundaries. We welcome everyone's unique contributions, communicate candidly, and work together as ONE team -- we are a family.

Rating

Met

Overall Key Objective and Our Truths Ratings

Overall Key Objective Rating Met

Overall Our Truths Rating: Met

Final Overall Performance Rating:

Final Overall Performance Rating:

Achiever

People Leader Comments

Bill has shown great flexibility and adaptability with our move from Tivoli to ICAM. In his role as Habitat and SCCM automation lead, he has demonstrated several Ford behaviors including "Built Ford Tough" and "be curious". In doing so, he has helped progress the new ICAM towards automation and new pipelines for customer consumption. As Bill continues his journey to automated deployments it will be critical for him maintain his role and deliver a global solution.

As 2021 continued to be a transformational year for Monitoring Services with our ongoing journey to working from home 100% and a complete reassessment of our tools and services. Bill continues to transition well from in-person to work from home using existing collaborative toolsets. In this space, I would challenge Bill to leverage new tools, like bluescape, to further his capabilities.

People Leader Comments

Bill began his DevOps journey a few years ago and must continue strengthen his skills with Rally, GitHub, Habitat, PowerShell, Python, Jenkins, and SystemD services across a new Monitoring pipeline. Without continued growth within the DevOps framework, new goals will be challenging to deliver. I believe Bill has enjoyed his role in infrastructure monitoring over the past several years but as he looks forward, challenging and disrupting what and how he delivers value will also be vital to his growth.

As we move into 2022, Bill should continue to support Creating must-have products and services through the implementation of ICAM. Continuing to keep the customer experience in mind and thinking of opportunities to create a better experience for our customers through a stable, reliable monitoring solution. Bill should continue to Disrupt Ourselves by thinking out of the box on opportunities to harden the ICAM offering while expanding on potential services.