# **Management Promotion Template**

**Employee Name:** ___█████████_____     **Manager:** ___████████_____

**Current Career Level and Job Code:  M6,█████___**     **Proposed Position and Job Code:_Group VP - █████**

**# of Years  in Current Position:__5.5 years_____**     **# of Years in Industry___25 yrs_____**

**Current Salary:  $█████_____**     **Min Salary for New Position__$███████_____**

**Performance Rating:_____4_____**     **VP/SVP:  ___███████_____**


**Please address the following factors, including examples when recommending promotions to Senior Management positions.**


SUMMARY OF EXPERIENCE
*(Provide a brief description of current and previous experience, education, and areas of responsibilities.)*

█████  has a total of 25 yrs of experience in Software development. He has been with Oracle USA since 1998. He started in █████Division as Sr. Applications Engineer in ██████████Team. After successful deliveries in ██████████ and ██████████rose thru the ranks and was responsible for development ██████████applications. After ████acquisition, █████was responsible for building ████████████████ applications on ██████████. After that he worked in ██████████ for 2 years on ██████████████████. In 2010, he was assigned to be the █████████due diligence████for the ████acquisition. After ███closed, █████led the due diligence for ████████. █████was promoted to █████████ in 2011 and was responsible for ensuring a successful ████████████████████, defining a strategy for █████████ and setting █████ product on a growth path. █████████managed product management, development and QA for the product. Immediately after the acquisition, he met with all ████████customers to assure them of continued investment into █████████ products and how █████████is the centerpiece of the ████████ application strategy. █████helped █████product migrate to Oracle technologies, integrate with other Oracle apps and defined the roadmap and delivery schedule for the product. ██████████████████product installed base has since grown from ██████████customers including ██████████Revenue also continued to grow. Customer satisfaction continues to be high and many customers have agreed to be product references.

Aligning with Oracle's move to Cloud, █████defined ██████████Cloud Strategy and set the team on a well defined execution path to re-architect the On premise Knowledge ██████to a true ██████████████Cloud █████hosted in ██████████Cloud. █████was released in May 2015. Right after releasing the product █████helped Oracle Global IT Dept go live on it replacing the ████████On Premise product with OKCS. Due to the fact that Oracle is using it's own newly released product, our Sales teams feel very confident and is receiving positive feedback from prospects and customers. Sales pipeline is very strong and product is selling well.


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On personnel front, ██████ has worked very closely with his team and is able to retain key employees from the acquisition. ██████ has also been instrumental in hiring top class candidates and building very strong engineering teams. Attrition is low.

██████ is now chartered to bring same ██████████████ into Fusion Service Applications.

## MANAGEMENT SKILLS
*(Briefly describe the individual's management skills which reflect their ability to get tasks done while attracting and retaining good employees)*

██████ has the right blend of Product/Market domain knowledge, technology, communication and interpersonal skills. Having risen thru the ranks within Oracle Apps, ██████ has extensive knowledge on Oracle products, process and technologies. ██████ has been very successful in collaborating with upper management/VPs/SVPs of various divisions at Oracle for managing projects and resolving critical and complex issues. In his current role, ██████ assumed full responsibility of ██████ acquisition and worked with various Oracle departments to ensure successful induction of product and people in Oracle. He set ██████ knowledge product on growth path through regular delivery of new features and successful transformation to Cloud. Product retained market leadership position and continues to be a key differentiator in Oracle Cloud portfolio against Salesforce.com. Avid customer advocate, ██████ has acted as ████████████████ for various ██████████████ Cloud customers e.g ██████████████████ to name a few, turning them from red accounts to successful close of expansion deals and making way for new Oracle products. ██████ has hired, trained and retained highly skills teams in ██████████ and is now managing a global team of around ██ people. His teams are very motivated and delivering quality products on schedule. ██████ has proven history of successful delivery of products. ██████ enjoys excellent support from his peers and team members.

## SCOPE OF POSITION
*(Define how the position or deliverable is important to Oracle's strategic plan or revenue. Quantify if possible, identifying size or complexity of the task, i.e. numbers of people to manage or influence, magnitude of product for Oracle or technical challenges.)*

██████ is leading Product Development for Oracle ██████████ products. Acquisition of ████████████████████████ product in 2011 was a strategic decision by Oracle to enhance it's ██████████████ Suite and use ██████████ as the centerpiece of Service Applications. ██████ has taken the On-premise product and re-architected it into a ████████████████. ██████████ was a very complex project and first one at Oracle to take an On-premise product to Cloud in a ████████████████████. Meticulous execution of these projects by ██████'s team has extended the key differentiator into our ██████████████ and giving Oracle a clear advantage against salesforce.com and other competitors in ██████████ space. ██████ is now tasked with delivering same ██████████ capabilities into Fusion Applications to strengthen our Fusion ██████ Application ████ This project is also very complex as he tries to keep a ██████████████ for ██████████ products and deliver the product in ██████ Cloud and Fusion Application Cloud. This strategy will allow ██████'s team to deliver innovation on both ██████ Cloud and Fusion Apps at the same time. ██████ is managing a team of around ██ people across the globe. His team include Engineers, QA, Managers ████████████████ and ██ ████████████.

## *Metrics: Headcount and Span of Control*

Current Position HC:        # Employees under this position _150_; # Direct Reports__7___: # Mgmt Level of reports__M6, M5_____
Proposed Position HC:       # Employees under this position _150_; # Direct Reports__7___: # Mgmt Level of reports___M6, M5____

## SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

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*(Describe the position's significance and how it impacts products, revenue generation, critical technology or its importance to customers/ partners.)*
This position is strategically important to Oracle. Successful delivery of ███████ products into ██████████ and Fusion Applications Cloud will allow Oracle to maintain strategic lead in ██████████████ space against our competitors. ███████ is the centerpiece of ████████████████ We are seeing maturity around ███████████ use in █████████████████████████████. Most of these are large mutli-million dollar deals. Many times ███████ also goes in as a beachhead opening the way for more Oracle applications to be sold.

## EXTERNAL VISIBILITY
*(How much time does the individual spend representing Oracle to outside interests, such as customers, partners, press and analysts. These contacts should address a technology, product or program area that is highly visible and recognized as an independent entity.)*
███████ has represented Oracle and presented at █████ for many years. He has presented in ████████████████████████ and has interacted with Customers directly to review our vision and products. ███████ has also acted as ██████████████ for various high profile███████████████████ Cloud customers.

## TEAMWORK AND INFLUENCE WITHIN ORACLE
*(Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved. How has the position contributed to their success or how has it influenced other groups to ensure the success of their own strategic projects?)*
███████ has worked closely with various Technology and Product leaders within Oracle. ███████ had excellent working relationship with ██████████ during his ████████████████ tenure resulting in successful delivery of ████████████████████████ on ██████████ and early feedback to ████ teams. He worked with M&A team leads for successful acquisition of ████████████ and onboarding of ████████ employees. ███████ worked with ████ leadership and helped them implement Oracle Knowledge in ██████████████ He worked very closely with██████████████████ executives for integration of ███████████ into their products. ███████ also worked closely with ████████ leadership for introducing Oracle████████████Cloud Service. Most recently, he worked with Fusion Apps leads (████████████████████████████) to define the architecture for introducing ████████████ capabilities in Fusion Service Apps.

## ACHIEVEMENT
*(Describe specific, significant deliverables or accomplishments attributed to this individual as the major contributor. Who within or outside of Oracle would know of these achievements? Also explain how the individual exhibits the qualities of leadership, technical credentials and overall ability to represent their group/Development both within and outside Oracle.)*

Delivering Oracle████████████Cloud Service project would be ████████'s biggest accomplishment. This is a unique project, taking an on premise product and re-architecting into a true multi-tenant cloud service. It serves Oracle's strategic objectives of moving our products to Cloud. Successful Induction of ████████and setting them on a growth path would be another one. Thomas, Steve, Rondy are fully aware of█████████ project and ████████acquisition. We are now sharing our ███████████ strategy with Analysts and getting very positive feedback. Latest quote from ████████ analyst ████████████████████████████████ "What struck me is that you're delivering on your promise to make ██████████ a priority in terms of development. I believe that you'll benefit from that. No other vendor out there has such a good vision and capability on the ████████████ side. Great progress on the product. Congratulations.". ███████ is technically very strong and has extensive Apps experience. He defines the proposal, socializes with other executives before finally reviewing with Thomas and Steve Miranda to get their buy-ins.  Once the project is approved, he forms the team, help them with high level designs and a delivery plan. ████████works very well with other teams within Oracle to ensure a successful delivery. ████████ helps the team deliver the project on time with high quality. He has a proven track record of successful project deliveries.

## RECOMMENDATIONS
(Comments from other senior management staff, both within and outside of group – minimum of three.)


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**On March 22, 2016,** ██████████████████████████████ **wrote:**
I have worked with ██████ intermittently since 2006, initially as part of a unified ████ team where █████ managed the ████████████████████████ initiative. █████ has managed the ██████ development team since the acquisition in 2011, when ██████ dedicated himself to taking full ownership of and successfully integrating ██████ into Oracle. The ████████████████████████ product has made great progress under █████'s leadership. █████ has also acted as the ████████ sponsor for ████████ implementation, interacting with their leadership, resolving issues and ████████████████████████, making ████ a happy ████ customer. I have found █████ to be responsive, knowledgeable about his area and caring about his customers. I support his promotion to ████.

**On Mach 22, 2016,** ████████████████████████████████████ **wrote:**
I have worked with ██████ for more than a year now for ████████████ project. Per my observations, ██████ is a strong leader with clear strategy and excellent communication skills. He has a hands-on approach and leads team in architecture, product integration and development tasks. ██████ is working to bring ████████ Oracle ██████ functionality into Fusion Applications. He clearly communicated the Strategy, Business impact and design objectives.

Our teams worked together to design an approach to bring in ████████████████. We designed the two phased approach of building the platform in the initial release and brining in additional functionality in the  subsequent releases. This strategy paid off very well in terms of minimizing the risk to the schedules

██████ used his vast experience with Oracle Applications and Oracle technologies to drive this project on his side. He pulled in right folks from his team and guided them thru the process. While staying at higher level, he kept up to date with the designs and made sure rapid progress is made and everyone is comfortable with the proposed designs. It's been a pleasure working with ██████ and his teams. I fully support his promotion to ████.

**On March 11, 2016,** ████████████████████████████████████████ **wrote:**
I started working with ██████ in Feb 2015. ████ had just gone live with Oracle ██████ Cloud (migrating from ████████████████) and at that time we had on prem ████ integrated with ██████. In a review with ████████████████ about our ██████ Cloud deployment █████ introduced Oracle ████████ Cloud ██████ to us and we agreed to be the first ones to try it. ████████ and I went together to ████████████████ to get their buy in for this project. ████████'s team worked very closely with my teams on the implementation and migration from ████████████. ████████ made sure the internal deployment of ██████ is a high priority for his team. We encountered numerous problems and the engineering team impressed me with their approach to prioritizing and solving these issues. The deployment of ████████ and ██████ Cloud together gives Oracle employees ████████████ to go to get information and help and since Feb 2015 we've had ████████████████████████. Often internal deployments that haven't been mandated by the executive team end up being de-prioritized by busy development teams but ████████'s vision of the possibilities of this large internal deployment and his anticipation that problems could be quickly discovered and fixed by having his team stay very close to the IT team has made our internal deployment go faster, end up better and this should translate into a better product for our customers. I support ████████'s promotion.

**On March 11, 2016,** ████████████████████████████████████████████████ **wrote:**
I whole heartedly support ████████'s well deserved promotion to ████.

I've worked closely with ██████ on and off over the last 10 years and have grown a tremendous amount of respect for his ability to "just get it done". ████████ is more than willing to take on tough challenges and confidently deliver on time… no small task in a large complex software company.  What stands out is his ability to harness and motivate talent across large teams both under his control and adjacent to his org and his insight in identifying the most crucial risks early and managing them off the critical path.  He has the ability to easily view projects from both 30,000 feet and 3 feet and know when he need to be where to ensure success.

██████ goes beyond a deep understanding of the technology and the management magic to deliver.  He is very customer focused with a deep appreciation for the market problems we are trying to solve.  It is this business perspective and understanding of how we are trying to differentiate in the market that allows him to engage effectively with his team and

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those outside of Oracle.  About a year ago he proved this in spades when I accompanied him to visit ███████ where his executive presence and knack for finding a path through complicated problems enabled him to save ████████ from ████████████████████████. He just gets it done.

███████'s last big act has been taking over the ██████ acquisition, assimilating it into Oracle, merging with ████████ (now expanded to ██████ and moving it to the cloud.  Numerous challenges at each step along the journey but he nailed them and we now have a highly differentiated ████████ offering in our cloud.  I look forward to continuing to work with █████ and hope we can continue to throw him new touch challenges.

***In addition to these internal recommendations,*** ████████ ***has received the following recognition and thank you emails from customers who he has helped become successful on his products.***

**On September 8, 2014,** ██████████████████████████████████████████████████ **wrote:**
███████, many thanks to  you and your team for all of your assistance.  Much appreciated.  ██

██████,

The launch to █████ successfully deployed.  We had about █████ external customer access the ████████ base since the launch.

I want to thank you and your team for your support and working with us to achieve this deliverable.

Thanks

█████

**On June 30, 2014,** ████████████████████████████████████████████████████ **wrote:**
It's going great! We are scheduled to complete the upgrade tonight!

Will send you the upgrade status in the morning!

Thanks for your help getting our team(s) through the final hurdles,

█████

**On September 15, 2015,** ████████████████████████████████████████████████████:
Hi ████████████,

Thank you very much for your strong help and dedication on ████████████.
At least, we have closed the ██████████████████████████████████████ last Friday.

Thank you very much again.

Regards,

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