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Performance Evaluation for 01-Jan-2004 to 31-Dec-2004

Board, Charles (Nokia ID 10035419)

Manager: Mabry, Danny

Last Modified: 26-Apr-2006

Performance Evaluation: Final - Status changed on 31-Mar-2005

Performance Observations (consider both WHAT was achieved and HOW it was achieved)

Examples where the employee exceeded the set objectives and/or acted as role model according to Nokia Values

Personal development was exceeded by not only completing BS degree but starting MS degree. Charlie has developed a new skill set in data management which will be valuable in our new business needs. He has also developed his team at an above expected levels.

Examples where the employee met objectives and/or operated according to Nokia Values

The test team has developed several tools such as the dead phone recovery and DCT4 Update which have been integral in reducing the amount of obsolete material. Change over time and MFR have been reduced due to the efforts of the test team.

Examples where the employee didn't succeed in meeting objectives and/or failed to operate according to Nokia Values

A couple of broader range training classes were not completed towards the stretch target of ASO coompetancy development. Team needs to improve off hours responsiveness.

[2006 Performance Evaluation Criteria](#)

* Overall performance evaluation:

On target

Comments

Miller, Robert's Comments:

R.M., 02-Feb-2005 : Persnally Charlie is above expectations. His team is on target. To improve response time and focus towards data management should be the concentration.

My Comments:

Attachments

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No Attachments

Readers

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Name	Reviewer
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Roberts, Carrie (HR Reader)	
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