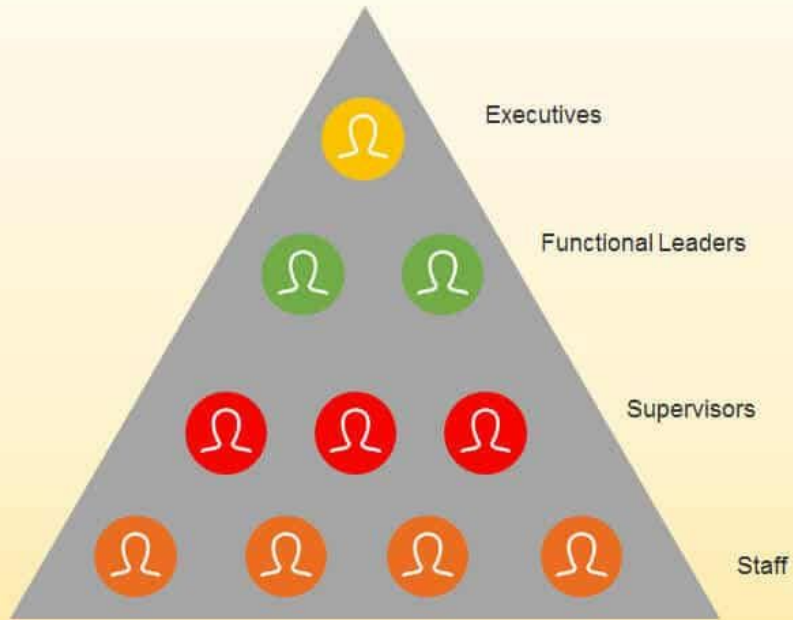


Performance Management for Software Engineers

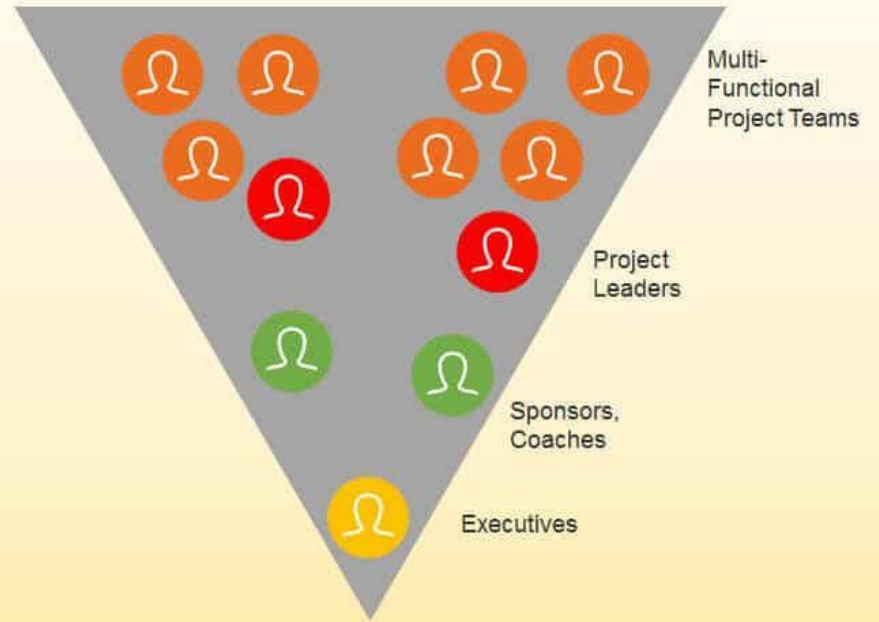
Asankhaya Sharma

The 21st Century Management Manifesto

The Old Way Industrial Hierarchy



Today Manager as Coach



Competencies

- Values or Mission
 - The Veracode Way
- Technical
 - Engineering Excellence
- Leadership
 - Principles

The Veracode Way

- We have a passion & commitment for security
- We help our customers change the world
- We have big goals and expect big outcomes
- We are committed to making progress together
- We value each other
- We are proud to be Veracode

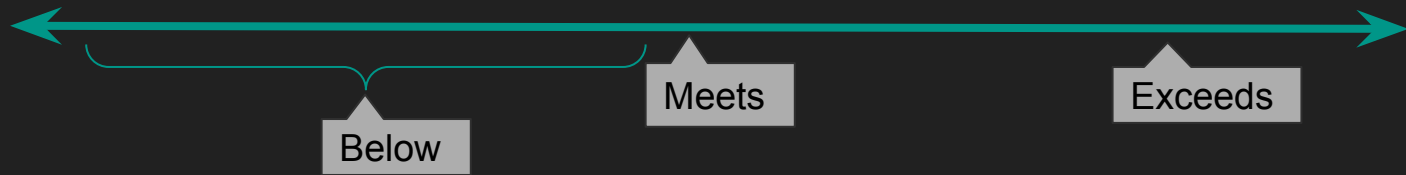
Engineering Excellence

- Technical ownership
- Complexity
- Quality
- Security
- Performance
- ...

Leadership Principles

- Put the team first
- Communication
- Working in uncertain and ambiguous environment
- Influence without authority
- Be deliberate yet emergent in strategy
- ...

Expectations



Winning v/s finishing?

- Have to do the side missions
- Just doing the bare minimum is not going to be enough

GTA ONLINE CAREER SNAPMATIC ROCKSTAR EDITOR TUTORIALS PC Social Club

OVERVIEW MISSIONS CHECKLIST STATS WEAPONS GARAGE VEHICLES MINIGAMES AWARDS ACCOMPLISHMENTS BAWSAQ COMPARE

 Michael De Santa USAGE 11% CASH \$2.1B	 Franklin Clinton USAGE 78% CASH \$2.1B	 Trevor Philips USAGE 11% CASH \$2.1B	 GTA Online RANK 270 CASH \$50.5M
---	---	---	---

Checklist Progress 107:39:05

MISSIONS 69/69	HOBBIES AND PASTIMES 42/42
STRANGERS AND FREAKS 20/20	RANDOM EVENTS 14/14
MISC 16/16	

Checklist items marked with a colored bar indicate contribution to the 100% completion.

Missions 69 of 69

Questions?