



Document Name 2013 Performance Management Appraisal
Status Closed - Closed - Finished
Manager Kim L Hiatt
Employee Wayne D Roesner

Competencies

Job specific competencies and target proficiency levels have been mapped to the employee's current job as a result of the global job evaluation process. Managers have the ability to add an additional one or two competencies to address position specific requirements if necessary. To determine the target proficiency levels for an added competency, please review the Competencies document link.

Job Specific Competencies

Planning Thoroughly

Competency Target : 5
Initial Manager Assessment : 5
Year-End Manager Assessment : 5

Communicating Openly

Competency Target : 4
Initial Manager Assessment : 4
Year-End Manager Assessment : 5

Analyzing Rigorously

Competency Target : 4
Initial Manager Assessment : 4
Year-End Manager Assessment : 5

Making Sound Decisions

Competency Target : 4
Initial Manager Assessment : 4
Year-End Manager Assessment : 4

Innovating with Courage

Competency Target : 4
Initial Manager Assessment : 4
Year-End Manager Assessment : 4

User-Defined Competencies

Influencing Effectively

Competency Target : 5
Initial Manager Assessment : 4





Year-End Manager Assessment : 4

Adapting Easily

Competency Target : 5

Initial Manager Assessment : 4

Year-End Manager Assessment : 5

Previous Job Specific Competencies

Previous User-Defined Competencies

Comments

Employee Comments

10/22/2013: WDR

- Planning thoroughly
 - * I created and executed a project plan for the IPN Hadoop Cluster Team to produce a thorough plan towards our goal.
 - * I used Microsoft Project to create a step by step plan to complete the project. This involved working with each member in the team to make sure I had all the processes included to complete their portion of the project.
 - * Everyone had a complete understanding of what was expected and when it was expected to be completed. When some team members had down time they looked at the project plan to see if they could assist someone else with their work.
 - * The significant hurdles we had was the Hardware Procurement process, and then when received Hardware Failure. These slowed the project down but did not stop us from working on other things in the project.

- Communicating Openly
 - * I constantly update all persons involved with a project. If someone is referenced in an email they are also copied on the email. By communicating in this way EA and the entire IPN Hadoop Cluster Team was updated on an ongoing basis with weekly updates. I was told by many people they appreciated my communication openness and they had a much better understanding of the project as a whole.
 - * Two people from the team even made comments that the communication we did with the Big Data Summit gave them a much better understanding for the need of our project. They thanked me for the invite since they would not have gone otherwise.
 - * By communicating openly there were much less questions being asked and meetings progressed more quickly.
 - * Even though I communicated from the beginning we needed to look at MapR and possibly other distributions, with support from some people in EA, it ended up not being an option. I believe the other options could be better products but do not have a chance to review to see if they actually are or not.

- Analyzing Rigorously
 - * Since the Hadoop Ecosystem is so new, I need to keep up to date with everything going on in the environment. In all my researching activities I dig deep into a subject. In the case of Hadoop I currently have approximately 60 news feeds that update me on a daily basis. I also believe the John Deere plant tours helped me to understand the environment.
 - * I signed up for ALERTS on Google, Yahoo!, ZDNet, JD DIG for each of the following: Big Data, #Big Data#, bigdata, Hadoop, Cloudera, Hortonworks, MapR, Intel Hadoop, MongoDB



- * Daily I received the most updated relevant information for each subject.
- * The only problem I have is getting through the 100#s of emails I receive each day.

- Making Sound Decisions
 - * Developing and implementing the IPN Hadoop Cluster from start to finish by making the proper decisions along the way.
 - * By analyzing, planning, and communicating the IPN as a team created the IPN Hadoop Cluster
 - * We have a Hadoop Cluster up and running in the IPN and working the Savvis implementation.
 - * I still have reservations on using Cloudera mainly because of security and workload management. We will have an answer by the time the IPN Hadoop project is complete. I also have concerns over the distribution chosen since the others were not looked at. For example, MapR has promise since it is a true Read/Write system versus all others being Write Once / Read Many.

- Innovating with Courage
 - * I really enjoy working with new ideas to help the company grow. With the IPN Hadoop Project we will help to provide better analysis, at a deeper level, with increased speed.
 - * I believe we are in reach to provide evidence of not only paying for the Hadoop equipment but also show cost savings by moving MIPS from the mainframe to Hadoop. With an up and running IPN Hadoop Cluster at the IPN I worked with a great group of people to accomplish this project in record time.
 - * Hadoop is up and running at the IPN.
 - * Hardware and security continue to be our biggest hurdles.

- Influencing Effectively
 - * With many of the factors above I am able to influence people effectively.
 - * One case in point is the IPN Hadoop hardware installation. I worked with many people to make something happen that people said could not be done. It was nothing I did except manually follow the process, it was a group effort.
 - * As a team we accomplished the goal and I personally thanked each one of them.
 - * I don't see it as a hurdle, it was more showing people someone was watching and they were more than willing to assist knowing someone cared what they did.

- Adapting Easily
 - * I believe I have adapted very well to John Deere.
 - * I do my best to physically attend every meeting. I respond to emails as quickly as possible.
 - * This allows me to meet new people and also learn the Deere environment.
 - * Only hurdle is making it to meetings that are at different locations.

Manager Comments

3/11/2013: KLH -- Since Wayne is new to John Deere, I am assessing him at target for the job specific competencies. This will be re-evaluated as I work with Wayne this year. I've also added 2 user-defined competencies, which are consistent for all of the architects on my team. I have set the target high, and most people start out slightly below this target. It can be difficult to influence without authority. As with the job specific competencies, these will be re-evaluated at year-end.

KHiatt Year-end comments # Wayne has impressed me even more than I expected when I hired him, and I had high expectations! He has detailed a number of examples that highlight his skill-level and maturity related to his competencies. I have had nothing but positive feedback



regarding how he has stepped up to lead our Hadoop efforts. He is the #go-to# person for Hadoop at John Deere and has developed relationships across the potential internal users, with a number of Hadoop-related vendors, and with external contacts who are also learning about or using Hadoop. His work on the IPN Hadoop project highlights his strong planning, communication, and analysis skills; what he's been able to accomplish in his short time at Deere points to his ability to adapt easily. Quite impressive!

Manager 2 Comments

Business

Goal / Responsibility

Goal / Responsibility

Business Goal 1: Integrated Enterprise
Enterprise Architecture (EA) / Database & Web Services alignment and integration:

- By end of Q2, assist in the completion of a joint DBMS position paper
- Ensure DBMS position paper stays current as we jointly determine positioning for IDAA, HANA, ODA, Hadoop and other new database platforms and appliances
- Participate in the quarterly on-site meetings between the EA Information Management and Integration team and my team with shared facilitation responsibilities
- Monthly EA Domain and Technical Meetings

Employee Comments

05/06/2013 WDR:

- Attend EA Technical Meeting March 14, 2013
- Worked with our group to complete the DBMS Position Paper.
- Added calendar events to ensure DBMS Position Paper stays current.

10/22/2013: WDR:

- Joint DBMS position paper completed. Worked with each database team to complete the shared document called "Database Platform Health Check" for each database environment. Attended all quarterly meetings between EA and integration. Attended all monthly EA Domain and Technical Meetings.
- Added an annual review of the DBMS position paper and the Database Platform Health Check.
- The DBMS Position Paper and Database Platform Health Check provide instant view into things to be completed by each team and the options available to our internal customers.
- The most complicated task was the continued changes to be made to the Database Platform Health Check document as we met with each database team. This did end up providing a very detailed document.

Manager Comments

KHiatt Year-end comments # Looking across all of my architects, I can easily say that Wayne is the most integrated with EA. He has accomplished this through his efforts to attend all meetings with them in person, through his work on Hadoop, and through his participation on the Big Data team, in addition to the efforts described above. Because of this, EA has developed a great deal



of respect for Wayne and his work and truly value his efforts and his input.

Manager 2 Comments

[Empty box for Manager 2 Comments]

Goal / Responsibility

Goal / Responsibility

Business Goal 2: Integrated Enterprise
 In support of the Integrated Enterprise, drive improved integration across Global IT, strategic suppliers and with business partners, resulting in overall IT delivery improvements through:

- # Integrate within John Deere
 - o Identify at least one security person to integrate with by Q2
- # Make sure new/existing technologies are applicable to Deere standards
 - # Generate a use case for their information
- o Identify at least one Enterprise Architecture person to integrate with by Q2
 - # Make sure we are involved with TDP and POC as assigned.
- o Identify at least one hardware person to integrate with by Q2
 - # Understand the hardware environment
 - # Understand the procurement process
 - o Identify at least one network person to integrate with by Q3
 - # Understand the network environment
 - # Understand the procurement process
- o Identify at least one operating system person to integrate with by Q3
 - # Understand the many operating systems environments, especially internal/external hosting
- o Identify at least one engineering person to integrate with by Q3
 - # Understand the engineering environment
 - # Generate a use case for their information
- o Identify at least one business intelligence person to integrate with by Q4
 - # Understand the MDM environment for use by the business intelligence environment
 - # Make sure Hadoop is integrated into the MDM environment

Employee Comments

05/06/2013 WDR:
 - Working with John Johnson of security on Hadoop Security. Also reviewing ways to help them with internal security, using Hadoop as a storage repository.
 - Continually working with Dave Gerse, and Doug Bebbler on the Big Data TDP/POC.
 - Continually working with Rachael Thompson on the Hardware and Networking
 - I have lunch discusses with Chad Darnielle and Travis Vaske on Hadoop cluster status (Hardware/Networking)
 - Just started discussing with Engineering on a Hadoop use case with Kory Miller.
 - I have not started working with a business intelligence person, but have worked with Ryan Trotter and his group on PowerDesigner and integrations with Hadoop.

10/22/2013 WDR:
 - This has been one of my strength areas.
 - Security - John Johnson
 * He has led me to many other people in security, as my needs changed.
 * I see a problem in Hadoop with security and have involved security to find solutions to fit our standards.





- * We have a use case for their data to be used in Hadoop
- Enterprise Architecture (EA) - Dave Gerse, Doug Bebbler, and Anthony Catalfano
 - * HIGHLY integrated with their TDP and POC projects using Hadoop
- Hardware - Geoff Rupp, Steve Kondogianis (HP Representative)
 - * Geoff has explained to me the John Deere hardware requirements in great detail
 - * He has also provided me other people to speak with during our procurement process
- Network - Daniel Verzaal
 - * Dan explained how our network is laid out and defined.
- * He has also provided me other people to speak with during our procurement process
- Operating System - Alex Maidak and Travis Vaske
 - * Both of these people are VERY KNOWLEDGEABLE in their environments
 - * Their excitement actually motivated me at times.
- Engineering - Kory Miller, and Dan Murphy
 - * We have designed a use case for the engineering data being collected from the equipment
 - * They gave me a tour of the ADV facility at the airport.
- Business Intelligence - I attended the Deere Business Intelligence Summit and met numerous people
 - * Much better understanding of the Business Objects and Tableau environments
- MDM - Ryan Trotter, Senthil Kumar Panneer Selvam
 - * Worked with both people to see how Hadoop could/should be integrated into PowerDesigner
 - * I need to investigate if putting Hadoop into PowerDesigner is a viable option.

ADDITIONAL

- External Hosting - Chris Wemhoff and Chad McInnis
 - * Since the Hadoop environment will also be at Savvis we communicate regularly to discuss happenings in each other's areas.
- Procurement process - Kim Hawkins, and Wendy Anderson
 - * Kim was a MAJOR contributor to the procurement process and the people to contact, especially during the IPN Hadoop Cluster project
 - * Wendy is involved with the Cloudera contract negotiations
- Database - Met many people from each of the database platforms
 - * Going through the Database Platform Health Check was VERY informative
- Storage systems - John Dzekunskas
 - * As part of the IPN Hadoop Team we have continued to share ideas about using storage in Hadoop
- Data Governance - Dave Smith
 - * Dave has shared his understanding of Data Governance at Deere
- SAP - Tim Hennings
 - * Tim and I work closely to keep the SAP Hadoop and other Hadoop projects aligned.
- Hadoop - Murthy Varanasi, Lenin Arivukkadal
 - * Even though Lenin is part of the database group I added him here as both he and Murthy keep in touch since they are both learning the Hadoop environment towards their certifications.
- Analytics- Marc Lemoine, and Ramanathan Sugumaran
 - * Both are involved with the IPN Hadoop cluster POC for their analytics
- Legal - Todd Frankel, Ron Edwards, Jim Feeney, Rick Ballinger, and Jennifer Hamilton
 - * Met these people during the Cloudera/Savvis contractor negotiations
 - * I have attempted to contact Jennifer for an eDiscovery use case.
- I am sure there are many more I have missed.



Manager Comments

KHiatt Year-end comments # Yes, this is definitely a strength area for Wayne. In summary, the intent was for Wayne, as a new Deere employee, to quickly become familiar with and ingrained into the Deere environment. He is quite the over-achiever! His ability to easily talk with people one-on-one and his high energy level quickly win them over, and they are more willing to help Wayne move the ball forward. Again, his success at quickly getting the IPN Hadoop cluster up and running is testament to how he has integrated the project team.

Manager 2 Comments

Goal / Responsibility

Goal / Responsibility

Business Goal 3: Innovation
Enterprise Architecture (EA) / Database & Web Services Hadoop:
By end of Q4, assist in the completion of a joint TDP # POC using Hadoop
Assist in selecting a strategic partner for Hadoop by Q4
Define a strategic direction for hosting, location, and management of Hadoop in Q4, including the identification of key milestones required to implement the strategic direction starting in 2014

Employee Comments

05/06/2013 WDR:
- I was involved only slightly at the end of the BigInsights POC with Dave Gerse and Doug Bebber.
- I have been an integral part of the Cloudera POC which involved resolving the hardware specifications.
- I attended the Chicago Hadoop User Group meeting in Chicago which provided some good contacts for Hadoop.
- I created two web sites, one internal and one a SharePoint site for storing knowledge of the Hadoop Ecosystem.

10/22/2013: WDR
- I have worked VERY closely with Dave Gerse and his team to keep the Hadoop project moving.
- At this time I agree with using Cloudera for now, but we must look at other distributions for many reasons including security, workload management, and true read/write access.
- We selected the IPN Hadoop Project Team, created a plan for the team, stood up hardware, installed software and have a RUNNING Cloudera Hadoop cluster at the IPN.
- An SDP needs to be completed to finalize this project.
- There should be a cluster at 19th Street for testing and another cluster located at Savvis. This will provide less data movement.

Manager Comments

KHiatt Year-end Comments # Because of Wayne and his efforts, we are much further along than originally planned in our understanding of the Hadoop ecosystem. I want to highlight Wayne's comment that we have a RUNNING Cloudera Hadoop cluster at the IPN. This is quite remarkable given the limited knowledge of the IPN team when we kicked off the project and is a testament to Wayne's daily efforts to point people to contacts, documentation, blogs, etc., that would help



solve any problem the team ran into. I also agree that we need to at least track the ongoing functionality and toolsets available with the other Hadoop distributions. With the release of Hadoop 2.0, all of the distributions are continually improving. Security is still a sticking point for us and other companies, which is another reason to continually monitor this in all distributions. Part of the allure with the Cloudera distribution is the fact that other vendors' tools work well with it, and we have a lot of interest here from the Advanced Analytic groups within our company. Well done Wayne!

Manager 2 Comments

People

Goal

Dimension : Inclusion
Outcome : Diverse Networks

Goal

People Goal 1: Inclusion # Diverse Networks
To make project Hadoop successful, I will work to expand/establish a network of contacts which will broaden my perspective and outlook throughout the year. This will enable me to work more effectively in the organization. I will accomplish this by:
Participating in network groups/events
Utilizing JD Employee Resource Groups and other social networking tools
Participating in benchmarking with other employees and/or other companies

Employee Comments

05/06/2013 WDR:
- I attended the Chicago Hadoop User Group at Allstate in Chicago
- I attended the John Deere Employee Development Conference at the River Center
- As part of the NEI Roadmap, I have taken the Values Inventory and completed the RoCK document for our group.
- I led the Technology Solutions Architect group on completing the Knowledge Management document

10/22/2013: WDR
- I continue to support the Knowledge Management process for Chris Benson's group and Web Services.
- I attended Big Data Exchange conference and met people from Sears, Coca Cola and Walmart and discussed their use cases for Hadoop.
- Also reference the diverse John Deere people I met in my previous comments in the Business Objective #2: In support of the Integrated Enterprise, drive improved integration across Global IT, strategic suppliers and with business partners, resulting in overall IT delivery improvements

Manager Comments

KHiatt Year-end Comments # Wayne has gone above and beyond all expectations in establishing a diverse network for our Hadoop efforts. Since writing his comments, Wayne has also attended the Strata + Hadoop World conference, where he was able to meet directly with a number of vendors and customers, further extending his network. In addition, we have asked Wayne to





mentor some new part-time student employees at the University of Illinois / JDTIC. They will be able to assist with Hadoop research and should infuse our efforts with even more energy and excitement.

Manager 2 Comments

[Empty comment box]

Goal

Dimension : Developing Others
Outcome : Developmental Opportunities

Goal

People Goal 2: Developing Others # Developmental Opportunities
The team members in my group have minimal experience with the open source community and open source databases.
I will communicate all information I am aware of in a format suitable for continued use both internally and externally
I will assist in answering questions or reviewing ongoing status of their projects and supply any resources I may have that will assist them
If I am asked about something I do not know, I will assist them in finding the answer, to further both of our knowledge experiences
This will enable by co-workers to be more successful in their positions, and will strengthen our working relationships.

Employee Comments

05/06/2013 WDR:
- Starting to work with Mark Leatherman on his PostgreSQL research

10/22/2013: WDR
- Continued to communicate with Mark Leatherman on his PostgreSQL project.
- Gave a presentation at the Deere Big Data Summit
- Gave multiple presentations to various groups throughout the Deere organization
- Provided assistance with the Seeding HD project with MongoDB and Hadoop
- I assisted with the Seeding HD project meeting many new people and things along the way.

Manager Comments

KHiatt Year-end Comments # In addition to Wayne#s comments, I want to mention his website that he created for the Hadoop Ecosystem and all of the newsfeeds he tracks. This has proven to be a valuable resource for the project team and anyone else interested in learning about Hadoop. Because Wayne has become so knowledgeable on the topic, he is sought after as a presenter. As he mentioned, he was requested as a speaker at the first John Deere Big Data Summit. He has presented to many IT teams, including TCI. He has helped generate a lot of interest and has received positive comments after each presentation. It is refreshing to watch an employee work so hard to develop others and share his expertise.

Manager 2 Comments

[Empty comment box]





Summaries / Ratings

Mid-Year Summary

Employee Comments

New Employee stepping through process

Manager Comments

Wayne is a recent hire and new to John Deere. Looking forward to what he will accomplish the rest of the year!

Manager 2 Comments

Year-End Summary

Employee Comments

10/22/2013: WDR

- Completed NEI ahead of schedule.
- Took on the Knowledge Management role for Chris Benson's group
- Completed 2 courses towards finalizing my Bachelor's Degree. On track for 2015 completion
- Hadoop is now alive and well within the John Deere walls.
- When I started with Deere I had limited knowledge of SharePoint and PowerPoint and now can provide answers to most questions asked in either product.
- My presentation skills continue to improve with much help from many others on how to improve different aspects of my presentations.
- Personal note: So far it has been a pleasure to work in such a positive environment. It makes working with everyone so much easier.

Manager Comments

Since starting with Deere earlier this year, Wayne has done nothing but amaze me with his positive attitude, his willingness to take on any challenge, and his ability to quickly develop an impressive, diverse network. He easily inspires others to do their best work, and he is leading innovation for Deere through his Hadoop efforts. With very little guidance, Wayne has engaged all of the necessary parties at 19th St, brought them up to speed on Hadoop, and gotten them excited about its capabilities. This inspiration led to a successful implementation of our Hadoop environment at the IPN. He has developed relationships with both the hardware vendors and the software vendors to fully understand the options available and determine the best fit for Deere. Across the enterprise, Wayne is considered the "go-to" person for Hadoop. He was asked to speak at the first EA Council meeting that discussed Hadoop, he spoke at the first Deere Big Data Summit, and he has presented multiple times across various levels of the organization. He is also being targeted to lead the soon-to-be-created Hadoop User Group at Deere. He understands the need for Hadoop at Deere and was able to determine a solution that enabled our project to move forward while still working with EA on the efforts to implement another Hadoop cluster at Savvis. He is personally meeting with all business and IT people who show an interest in Hadoop to better understand their use cases and their unique requirements. Through this work, he is helping to meet a number of critical business needs, especially those related to ISG and the required advanced analytics, and has gone about it in a way that has impressed everyone he



deals with. In addition, he has gone back to school to complete his Bachelor's Degree and has received A's in all of the classes he's taken to date. Simply stated, I continue to be impressed.

Manager 2 Comments

[Empty text box for Manager 2 Comments]

Ratings

Business Rating : Outstanding Performance

People Rating : Outstanding Performance

Manager Acknowledgement

Ratings Review

My manager has approved these ratings.

Select One : Yes

Development Action Plan Review

I have reviewed and discussed the Development Action Plan with the employee.

Select One : Yes

Employee Signature/Date

Final Employee Comments

Thanks for a GREAT Year!!!!

Please sign and date here

Wayne D. Roenser
21 Nov 2013

Manager Signature/Date

Please sign and date here

Kim L. Hiatt, 21Nov2013

Manager 2 Signature/Date

Please sign and date here

[Empty text box for Manager 2 Signature/Date]

