Product Owner 360 V2 3 2021 Product Owner 360 V2 0

A Global Financial Company

Role Based Radars (Individual 360)

10 of 10 Respondents
3/12/2021

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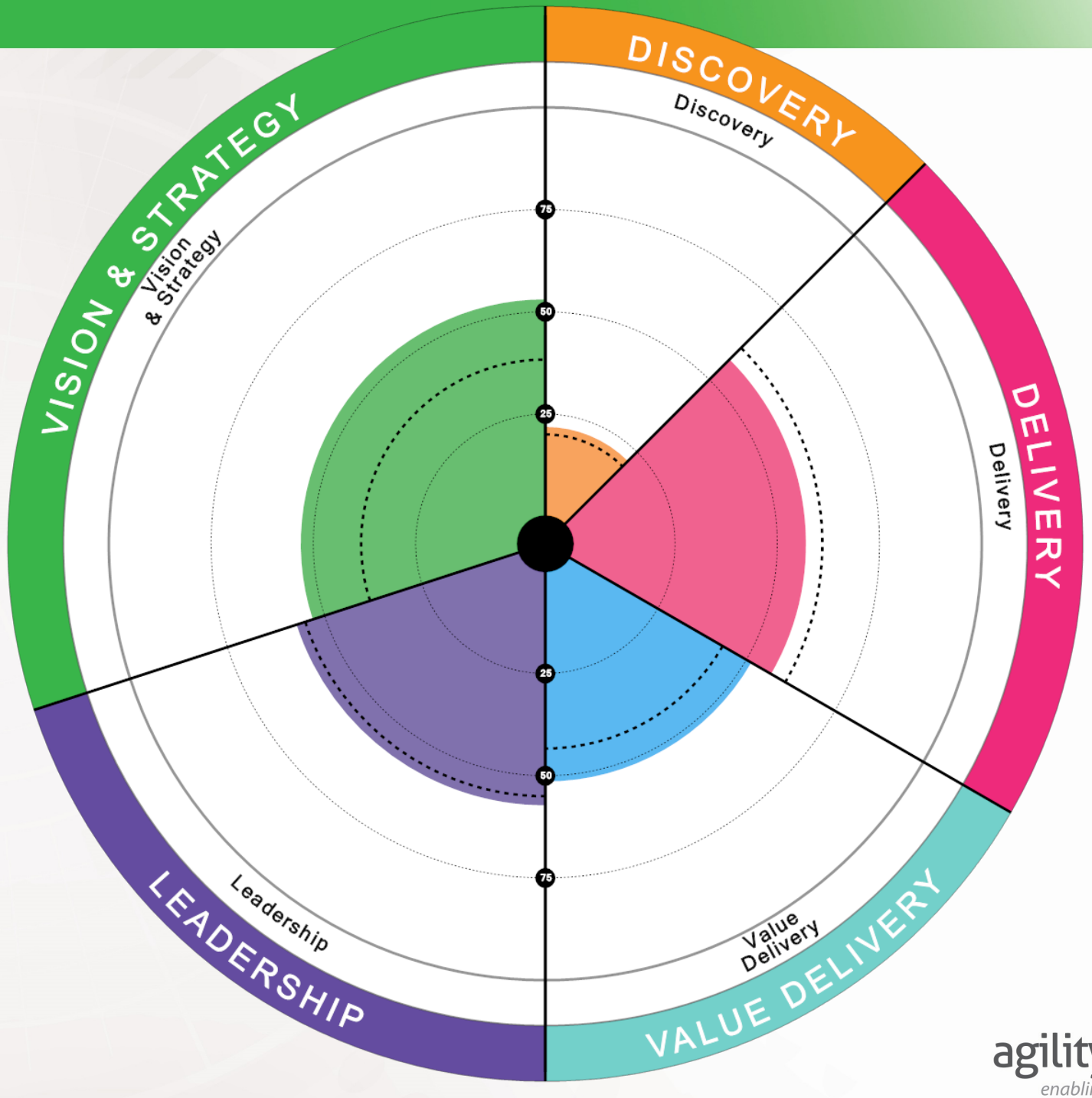

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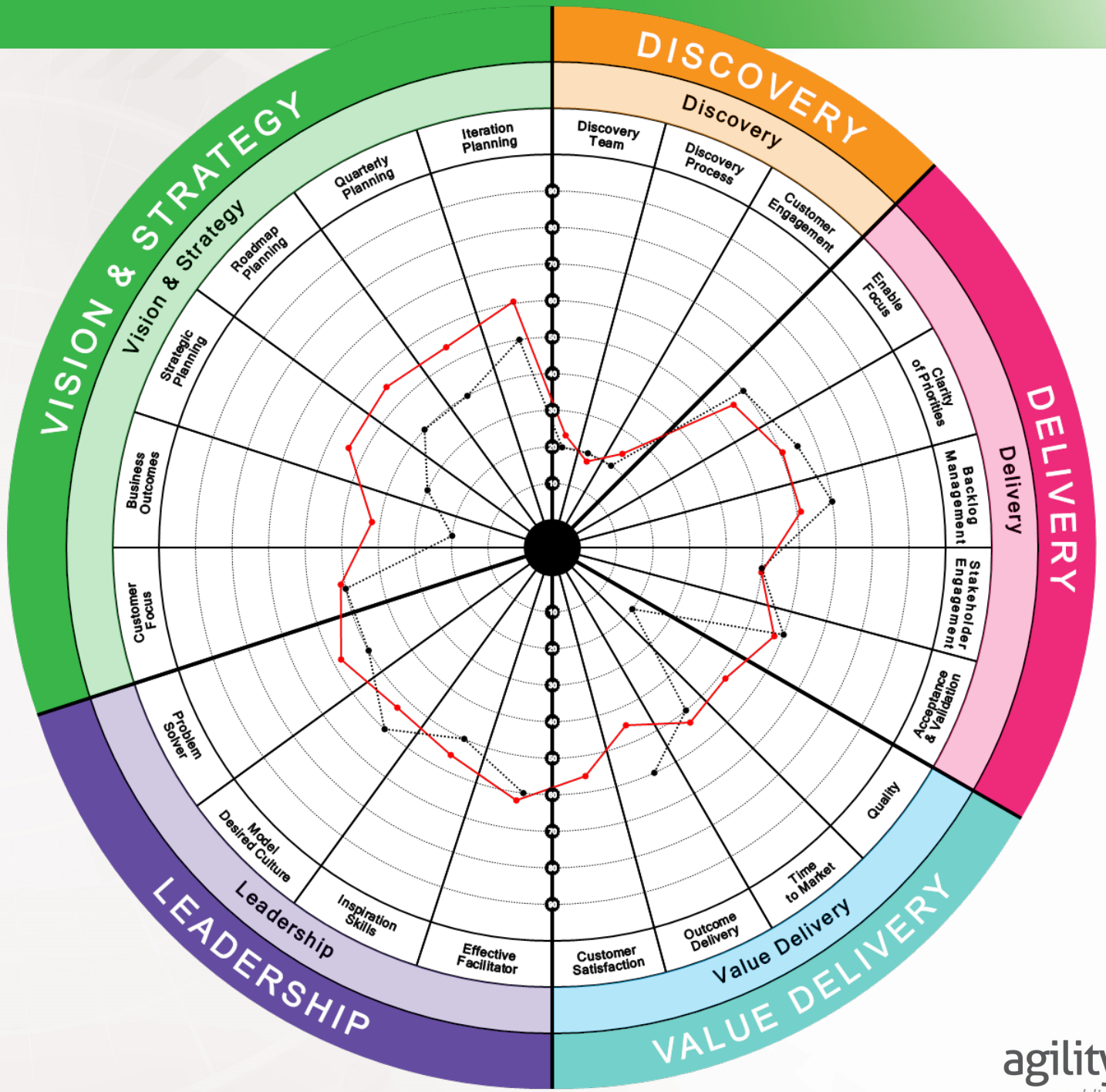
Legend

— All

···· Addi Hoffman



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Reviewers Analytics

Top 5 Competencies

Effective Facilitator	62%
Iteration Planning	61%
Clarity of Priorities	61%
Backlog Management	61%
Acceptance & Validation	58%

Lowest 5 Competencies

Discovery Process	18%
Discovery Team	23%
Customer Engagement	24%
Business Outcomes	42%
Outcome Delivery	45%

5 Highest Consensus Competencies

Discovery Team	90%
Discovery Process	80%
Customer Engagement	70%
Enable Focus	70%
Time to Market	70%

5 Lowest Consensus Competencies

Strategic Planning	30%
Clarity of Priorities	40%
Stakeholder Engagement	40%
Model Desired Culture	40%
Business Outcomes	50%

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Self vs. Reviewers Analytics

Top 5 Competencies

Backlog Management	70%
Clarity of Priorities	65%
Enable Focus	60%
Acceptance & Validation	60%
Effective Facilitator	60%

Lowest 5 Competencies

Discovery Team	20%
Discovery Process	20%
Customer Engagement	20%
Business Outcomes	20%
Quality	20%

5 Highest Consensus Competencies

Stakeholder Engagement	100%
Customer Focus	99%
Discovery Process	98%
Acceptance & Validation	98%
Effective Facilitator	98%

5 Lowest Consensus Competencies

Quality	68%
Strategic Planning	76%
Business Outcomes	78%
Roadmap Planning	84%
Outcome Delivery	85%

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Growth Plan

Category	Title	Owner	Status	Target Date	Priority	Size
Individual	Learn about Discovery		Not Started		High	

I need to learn more about the Discovery process and how it will help my team better understand their work and how it will help them prioritize the backlog. I need to

- Understand what a good discovery process looks like
- Learn how we are using it here
- Take this information back to the TLs to decide how we should bring this information back to the team

Individual	Culture Modeling		Not Started		High	

I need to do a better job of modeling our culture for the team, especially in times of stress. I commit to:

- Working with a Culture Team coach to better understand our values in action
- Ask the team for real time feedback when they see me slipping back into old habits
- Spend time after major ceremonies reflecting on how the session went, where I handled questions/problems well and where I want to react differently next time

Individual	Engage our Customers		In Progress		High	

We all know we will do better work (faster, higher quality) if we feel connected to the customer. I will work with my leaders to:

- define who are customers are - they are internal, so we should be able to actually meet them
- set up time with them to talk about why its important to start engaging with them
- set up an introduction to the team in the right ceremony
- figure out the right cadence to keep them in conversation with the team

Notes

Delivery

Delivery

We have really been focusing as a team on knowing our backlog, understanding our tech debt and getting both under control and to where we can see a few sprints out what to expect. I am still struggling to get our stakeholders to understand why having their voice is important, but will keep working on it

Addi has really worked to get the backlog where it needs to be so we can do our jobs. It's nice to see the work we need to do in the order we need to do it

I always know what I am supposed to work on next. I don't have to worry about ever running out of work.

It's so nice to get work actually to 'done' - we still have interruptions but they aren't as often as they used to be

Discovery

Discovery

We don't do the discovery work - we build things.

Discovery

We haven't started working on the discovery thing yet, so we have more work to do here.

We don't have a real process around talking to our customers, but if they give us feedback we listen

We haven't started this process yet - I am still working on defining who our customers truly are

Leadership

Leadership

Addi has really grown here - I can see this has been an area of focus from the last time we did this

This is still a work in progress for me. I feel like I am better than I used to be, especially in modeling the culture and not letting stress get to me, but its something I have to work at.

I really like watching Addi manage all the things we throw at her. It helps me learn how to manage things when they don't go my way.

It's hard to be a good leader around here sometimes, but I can see Addi is trying

Value Delivery

Value Delivery

I had to put N/A on a couple of these because I don't know if we do them or not.

I don't know how we are measuring things like our NPS score, but I think this is what our customers would say

Again, we are working on it - not quite where we want to be but I feel like knowing where we are is a win

I "think" this is where we are on our metrics, but I don't know where we track them

Vision & Strategy

Vision & Strategy

We are always talking about our roadmap, what we should be working on and what's most important to us.

We really are working on tying team level work to the strategy of the company, but we aren't there yet. Outcomes are something we talk about, but don't document, so we have a long way to go there. However, we have gotten a lot better at planning and communicating so I want to continue the progress we have made in these areas.

Once I know what these Outcomes things are I can be certain whether or not we are using them. But our backlog is in good shape!

We do a lot better at planning as a team than we do as an organization. I have heard about outcomes, but not sure if we are using them, so I really don't know if we should be talking about them or not/