



## Performance Appraisal - 2020: Timothy A Hickey

### Current Assignment

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<b>Position Title:</b>	Specialist	<b>Global ID:</b>	212362349
<b>Industry:</b>	GE Aviation	<b>Work Location:</b>	Evendale OH US
<b>Business:</b>	Aviation Engineering	<b>Manager:</b>	Jerry Brown
<b>Sub Business:</b>	AVI-ENG-NPI	<b>HR Manager:</b>	Joseph Plante
<b>Organization:</b>	AVI-ENG-NPI-TSE-EET-MCTO Dotted Line Mgr: Mechanical/Controls Test Operations		
<b>Function:</b>	Engineering/Technology	<b>Addl Reviewer:</b>	
<b>Job Family:</b>	Product Design and Development	<b>GE Service:</b>	1
<b>GE Band:</b>	PB	<b>Date of Hire:</b>	03-Sep-2013

### Rating Summary

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<b>Performance Rating:</b>	Consistently Meets Expectations
<b>Growth Values Rating:</b>	Consistently Meets Expectations
<b>Overall Rating:</b>	Strong Contributor

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## Performance

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### **Goal Name**

Deliver Productivity

### **Performance Against Goal(Employee)**

I was able to meet, or in some cases beat requested dealines. I was able to do this by using my time wisely. I would prepre a test setup before parts would arrive. I would work the OT necessary to stay on track. Also, I would make use of my coworkers knowledge and experience to help solve problems as they would arrive so that the problem did not slow production.

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### **Goal Name**

Increase facetime and communication with customers

### **Performance Against Goal(Employee)**

I was able to meet this goal. Over the year I trained in different areas of the vib lab and with different, seasoned, members of the team. Through this training I was able to make contact with various customers either as a secondary contact or as a lead on various tests.

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**Goal Name**

Expand Services

**Performance Against Goal(Employee)**

I was able to expand my ability to help the vib team this year. When Susan Thompson left the company it allowed me the opportunity to go into the shaker area. There I was able to learn a different method vib testing. Also, when Susan left I became responsible for the calibration of tools and equipment in 703. This position has allowed me to make new contacts in my building but also around the plant.

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**Goal Name**

Empower Simplification

**Performance Against Goal(Employee)**

Accomplished. Through my training in various areas of the vib lab I was exposed to different processes that I was able to streamline. By adding a monitor in test cell 22, I was able to reduce the time it takes to do a camera setup. I found an electronic dial that would interface with the motor control computer of cell 1 which reduced the strain of operating the motor. I also had signage hung in cell 15 to make it easier for customers and deliveries to find their way to their destinations.

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**Goal Name**

Learn the technology

**Performance Against Goal(Employee)**

During my training over the past year I was able to become more familiar with the EDAS data system. I used the EDAS when running the siren tests in Cell 1 and I was also able to use a mobile laser vibrometry system similar to the one used in cell 2 by Bob Rudolph. Going further I would like to have more exposure to both systems as well as other equipment and operating systems used in the vib lab.

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**Performance Rating(Manager)**

Consistently Meets Expectations

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**Contributions & Performance Against Goals**

Adam is still a relatively new member of the team; he had the chance to work closely with one of the most experienced associates in the sirens lab and was able to grasp the basic knowledge and expertise in this area. In spite of his relative short experience he has been able to implement a few complex tests on his own e.g. P20 Blisk. He continues to work with more experienced associates in order for him to advance his expertise. He has demonstrated his commitment to accuracy and timeliness and has worked long hours (including weekends) in order to meet timing requirements from his customers (e.g. gage cals for the LEAP and P20 programs). I expect Adam to continue advancing his expertise through online classes and OTJ training to improve efficiency for his group and the department in general.

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## Growth Values

Growth Values	Employee Ratings	Manager Ratings
External Focus	Consistently Meets Expectations	Consistently Meets Expectations
Clear Thinker	Exceeds Expectations	Consistently Meets Expectations
Imagination & Courage	Consistently Meets Expectations	Consistently Meets Expectations
Inclusiveness	Consistently Meets Expectations	Exceeds Expectations
Expertise	Consistently Meets Expectations	Development Needed
		<b>Growth Values Rating(Manager)</b>
		Consistently Meets Expectations

## Strengths

### Employee Input

I feel I possess a strong willingness to learn and a dedication to improving my skills and knowledge base. Also, a readiness to help whenever and wherever I can. I think my most important strength is my attention to detail. When I learn a process I like to learn it from the bottom up. I want to know every step along the way and the reasons behind each step. This allows me to create a checklist to follow so that I may accurately reproduce a procedure and thoroughly troubleshoot if necessary.

### Manager Input

I agree with Adam when he states that he has shown his willingness to learn and to advance his skills and expertise. He has also shown commitment to accuracy and timeliness. Being organized and paying attention to detail have also proven a valuable skill for him.

## Development Needs

### Employee Input

As a still relatively new member of the group, I still need to learn the fundamentals of vibration mechanics. I also need to become more proficient with the EDAS data system as well as the laser vibration system that Rudy uses. My knowledge and abilities will improve with time and experience in the area. Also, I would like to go back to school to earn a BA in mechanical engineering which will also help to increase my knowledge. I would also like to develop my external focus by interacting more with our customers and becoming a point of contact for the vibration testing team.

### Manager Input

As indicated before he is still relatively new to the group and he needs to work in advancing his knowledge and expertise in the vibration lab, including all the different areas that conform to the group. I would also encourage him to think of better ways to implement his tasks (including the calibration process for the group).

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### ***Career Interests***

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#### **Employee - Career Interests**

I would like to go back to school to pursue a degree in mechanical engineering. Also, I would like to learn more of the other areas within the vib group such as the shaker tables and the ping group.

#### **Manager - Career Recommendations**

Once again I agree with him. I will support Adam advancing his education through online courses, OTJ training and outside classes for him to improve his knowledge and expertise in Vibration testing.

Are you willing to relocate inside your present country?

No

Are you willing to relocate outside your present country?

No

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## ***Development Plan***

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### **Growth Area**

Job performance and knowledge base

### **Method**

Experience

### **Action Plan**

As a still relatively new member to the vib area, my expertise in siren testing is something I will certainly continue to develop. My knowledge and abilities will improve with time and experience in the area and by shadowing the senior members of the group. Also, I would like to go back to school to earn a BA in mechanical engineering which will also help to increase my knowledge. I would also like to develop my external focus by interacting more with our customers and becoming a point of contact for the siren testing team.

### **Target Completion Date**

31-Dec-2020

### **Status**

In Progress

### **Manager Comments**

I support the employee growth area as defined.



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### Employee Discussion Comments

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None Provided

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### Approval Status

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Status	Name	Date
EMPLOYEE SUBMITTED	TIMOTHY A HICKEY	08-Mar-2019
MANAGER SUBMITTED	JERRY BROWN	27-Mar-2019
1-OVER-1 APPROVED	SYSTEM on behalf of STEVEN SLUSHER	28-Mar-2019
RELEASED	JERRY BROWN	28-Mar-2019