



InterviewPanel – Candidate Interview Summary Form.

<p>Candidate Name: Vikram Phadnis</p> 	<p>Interviewer Name: Prahlad Shekhar</p> 
<p>Position Applied for: Sr Product Manager. Skills to be assessed: Deep Dive, Ownership</p>	<p>15 years of experience in product space. 112 interviews. Trained Amazon ‘Hiring Bar Raiser’</p>

Interview Time: 2nd December 2024.
 Interview Recording: [Download here](#)

Skills Assessment Report

Skill Assessed	Questions Asked	Interviewer Observations	Rating
Deep Dive	<ol style="list-style-type: none"> Can you tell me about a specific metric you have used to identify a need for a change in your department? Did you create the metric or was it already available? How did this and other information influence the change? Tell me about a time when you linked two or more problems together and identified an underlying issue? Were you able to find a solution? 	<ol style="list-style-type: none"> Vikram was able to demonstrate an ability to go several levels deep to identify the root cause for a particular campaign’s high customer acquisition cost. He fixed it by putting in place an auditable process which ensured that the issue wouldn’t recur. Vikram had all relevant metrics available which gives me confidence that he was the one who resolved the issue. Vikram’s second example was one where he invented a new metric called ‘null search pages’ which identified missing selection and gave a good signal for the category team to add new selection. Inventing a relevant metric is a strong signal of his ability to deep-dive. 	<p>At a senior product manager level, Vikram is higher than the 80th percentile of candidates for the skill of ‘Deep Dive’ Rating: 4/5</p>

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<p>Ownership</p>	<p>1. Tell me about a time when you took on something significant outside your area of responsibility. Why was it important? What was the outcome?</p> <p>2. Tell me about a time you made a hard decision to sacrifice short term gain for a longer-term goal.</p>	<p>1. Vikram spoke about the time when his product launch was blocked due to non-availability of the resource from L&D. To unblock the launch, Vikram took upon himself the task of creating collateral for the users of the product and trained them on it thus meeting the launch date.</p> <p>2. Vikram spoke about how he agreed to de-prioritize his own feature which was important for him to meet his goals but had a lower impact on the organization in favor of another team’s goal which had a higher estimated impact. This released the required engineering bandwidth and thus helped the organization meet their goals.</p>	<p>At a senior product manager level, Vikram has shown sufficient and consistent ownership. He meets the bar at this level. Rating 4/5</p>
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