



rbilaney@yahoo.com

Top Skills

Active Listening
AngularJS
C#
Cloud Computing
Design Patterns
Distributed Systems
Learning Strategies
Mathematics
Microsoft SQL Server
Monitoring
Negotiation
Object Oriented Design
Operation and Control
Persuasion
Programming
Quality Control Analysis
REST
Science
Service Orientation
Social Perceptiveness
Software Development
Systems Analysis
Systems Evaluation
Time Management
WF

Rakesh B

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📍 *Hyderabad, Telangana, India*

Summary

More than 12 years of software development experience, with expertise in platform layer as well as web applications. Proven track record in estimating, designing, and implementing complex features in enterprise product development at Microsoft. Go-to person for crunch situations.

Experience

Senior Architect
Microsoft

Top Workplace Values

Independence

This individual develops one's way of doing things, self-driven, with little or no supervision, and depends on oneself to get things done.

Stress Tolerance

This individual accepts criticism and deals calmly and effectively with high-stress situations.

Achievement/Effort

This individual requires establishing and maintaining personally challenging achievement goals and exerting effort towards mastering tasks.

Top Working Styles

Artistic

This individual is a creative and out-of-the-box thinker.

Investigative

This individual is outgoing and people-oriented.

Realistic

This individual is a goal and task-oriented.

Top Learning Styles

Spatial-Visual intelligence

This individual prefers reading, comprehending, and then communicating with others.

Logical-Mathematical intelligence

This individual prefers online training methods.

Bodily-Kinesthetic intelligence

This individual prefers to learn through empathy for others and to hear their stories.

Communication Recommendations



To optimize emails for Rakesh B

Highlight key content by prioritizing visual depictions of data, messaging, and calls-to-action; limit the amount of text in the email, using copy only to introduce, sum up, and support your graphics. Good design will help keep personalities with visual-spatial learning styles engaged, so consider using HTML to format your campaigns.



To optimize engaging with Rakesh B

Artistic personalities shirk conformity, encouraging freedom of expression and imaginative solutions by limiting project perimeters and proving flexible in management styles. Be sure to keep communication channels open as artistic personalities can prove emotional and may need additional support and attention from HR. _____

How to Incentivize the Talent?



Training

90:10 Rule

Professional development is key to a thriving workforce. Reserve 10% of your employees' work hours to pursue something beyond their normal scope. This is a chance for departments to interact in new, challenging ways.



Compensation and Benefits

Bring Your Pet To Work for Pet friendly offices

Improve workplace productivity and foster a sense of well-being by setting aside time for employees to bring their pets to work. It's simple, doesn't cost you a dime, and proven, allowing participating employees to show off their furry companions while their pet-less colleagues get a chance to interact friendly animals.



Employee Engagement

Team Retreats

As a reward for meeting quarterly goals, plan a team retreat. This should be something that accommodates as many of your employees as possible. A getaway with colleagues will reinforce a job well done, foster a sense of community, and give workers something to work towards in the ensuing year.
