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My name is Vinod Pandey. I work in Mobile Wireless Group. I represent Cisco in 3GPP, Third Generation Project, Standards body. I am a (so called) Technical Leader. I have worked in telecommunication industry for over 20 years, the last two years are in Cisco.

Joan asked me to convey my thoughts about her to you. As you know, Joan is looking for a position with in Cisco (all over again).

I know Joan for about two years. Our cubicles are next to each other, separated by a wall. More than a year ago, we in Mobile Wireless decided to store our standards meeting minutes on the web. After returning from a meeting, I sent the meeting minutes and related contributions (the documents in the standard are called contributions), to Joan to store on our web site.

I had done similar things in my previous job in the previous company. We stored these documents in some file somewhere on the network and when someone needed them they would retrieve them somehow. When I sent the email with all the attachments to Joan, I expected the same thing. Somehow they will end up on the network, somewhere.

With in a short time, probably an hour or two, I received an e-mail from Joan with an URL to check. I opened the web page. There it was, my meeting minutes along with a table. The table has the contribution numbers with the company name, title and final disposition. Each contribution number was a pointer. You click on the pointer and the document opens.

It was excellent!

The set of documents I provided to Joan contained (by mistake) a draft copy of my meeting minute which I really did not want posted on the web. It was full of error and it would have been an embarrassment if some one saw it. Surprisingly, Joan had not put that draft on the web. She somehow figured it out and prevented it from being public. Also, there was two documents missing and I had a note from Joan to give her those two documents.

It was a pleasant shock to me. Everything was done just the way it should have been. I did not have to say a word.

I am an Indian by birth. The Indian philosophers say that a person is judged by small things he does in life. Anyone can build church or a temple. Anyone can build a hospital or an arts museum. But our true self is reflected in the little things we do in our lives. How do we pick a flower from a plant without hurting the plant? How do we console a child when we ourselves are stressed? How do we give a dime to a beggar without making him feel obliged or ashamed? These reflect our true inner self.

Joan will tell you her skills. She will tell you her past experiences. That is not what I would tell you. I would like to tell you the little things she has done which established my trust in her.

From that first day, I realized that I can trust her. I can depend upon her never to let me down. She not only helped me keep my trust in her, she strengthened my trust in those old Indian philosophers.

I am writing this to help you in your decision.

With kind Regards,

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