

# **OPEN LETTER BY FIRED EMPLOYEE TO AGILE**

Hello, I hope this finds you well.

Today roughly marks a month since I was hastily ejected from Agile in a single day. I know you have known me to be a silent person, but after reading through this, and the possible events that will unfold thereafter, you will realize I am a social activist who can go to great lengths when my rights are taken for a ride. I am writing this letter in full peace of mind and with my mind conscious of what I am writing.

I believe it's best to highlight some main reasons why I have chosen to address you in this means.

1. I have received many calls from my colleagues many asking "what did you do?" – A clear demo that they were not informed on what crime I did. I joined Agile through referral by a colleague and I always believe we have great future with colleagues and when my relationship with them is put at stake or when doubt is casted on my capabilities like was the case, it is a great compromise to my future ambitions and our relations.
2. Many companies have the courtesy to let employees fill a form on their experience at the workplace once their tenure elapses. This is very useful data that directs the steps that the employer can take in order to improve the employees welfare as well as drive the company to the right direction. With the worst case already happened, I believe I am the one best placed to give some opinions on how we can make agile better, as well as the relationships therein.
3. Open letters are a common way to express personal opinions where formal communication is prone to delays, subversion and opinion obstruction. Open letters have been addressed through media, newspapers and other modes of communication to diverse recipients including powerful people and presidents. By any means, an open letter should be taken positively and a thought invoked on why the means was chosen.

I am writing this letter as an employee of Agile since my forced resignation expires on 20<sup>th</sup> Nov 2020. This day, in my opinion, will end an year of threats, backbiting and unwarranted intimidation. It would be good to start this from the beginning. I joined Agile from Impax after I got a call from one Edmond Kiprotich (subject to correction)- based on the intonation of the person on the other side of the call. He told me that they wanted a "freelancer" to be working on some of their projects. I said I was not interested. He then went ahead to request that I turn up for an interview. In the interview, we discussed quite a lot including me doing a demo of my works at Impax. What I vividly remember was my point that "Impax is a good employer...". The MD the asked "...Are you ready to join us?". I regrettably said "...Yes...". What followed thereafter is an experience of a lifetime that culminated in my firing in one day. I have never had any warning letter, no have I ever disappointed in my delivery. I believe I am a disciplined person and have never thrown a word to my supervisor - not even out of Agile.

Below are some of my suggestions as well as some questions that I would humbly request some answers – at least for now, albeit too late.

1. Starting from the global picture, below is a list of persons who left Agile since I joined in September 13 2019 until my exit. Most of them have parted ways in a messy divorce whereas some have left in unclear circumstances.

- a. Samuel Maguta Mwangi
- b. Peter Gichoya (Freelancer)
- c. Felix Washioya
- d. Priscilla Wesonga
- e. Nellie
- f. Damaris Wairegi
- g. Martin Odongo

I want us to look at it in two ways.

**ONE:** Word has it that before we joined in near same day with Marin, we were poised to replace two former web developers who both resigned in the same day. I have also not factored in some interns who came and left during my tenure. I am also aware that some people 'might' have parted ways since my exit as well. Now here comes the question. I might not be a good analyst but my answer in the following gives me peace of mind. Agile had about 24 employees during my time. Going by the above list, it seems about 1/3 had left or were replaced. If a man/woman has a 7 straight divorces with different suitors in a record one year, who is the problem? I don't know your answer but "If you relate, you are Agile".

**TWO:** When we look at the names of those who left, it is obvious they don't belong to one group. I mean they don't belong to 'the group that delivers' but I like the other group that you are thinking. Come on, we are all Kenyan. We understand. My question would be, If I belonged to that group, would my delivery have been more visible?

2. I believe that our delivery was misconstrued to be minor, is stallion now over? Is Zamara now Over?, Is Macefoods now over? Are the projects now closed now that 'we were not performing?'
3. Around March, a mail hit our inbox that George would be our team lead for web and mobile. It would be my pleasure if you would inform me of the mobile apps, if any, that George has pushed to production. The last time I was aware of his assignments was on macefoods web app and mobile app. He later assigned the web to Alfred and API to the recently joined Davies. Despite the obvious, I have never heard Walter pick up a quarrel with him. Many of us were informed that since George joined, all employees who could deliver a mobile app were somehow axed. That refers to priscilla and Felix. To avoid the long story, it would be better to just ask the question head on. "Who is George?"
4. I reiterate what I said above, that I am a disciplined person. On the first Friday that we resumed office after corona. George went for lunch and indulged in drinks. He would later come to the office and refer to me using nasty words. Was this warranted? Or am I cooking my own stories?
5. I worked for Agile for a record 1yr+ working on weekends and never ever took leave, despite me feeling sickly some days. Despite all the commitment, why would Edmond fail to pick my call? Why would he mute when we are talking on phone? Why would Agile deny me 30 mins to copy my personal items from the laptop? Where did Kiprop Bett, a few months old employee get the guts to tell me "Wait for us outside"?

6. In an analysis that was never mutual, I was confirmed on February 18<sup>th</sup>, two months late than the expected time. At the set rate of 1.75 days per month, from February 18<sup>th</sup> to Nov 20<sup>th</sup> when my forced resignation ends is a record 15.75 days. As I said above, I have never gone for leave. Walters calculator however found out that the leave days were 10.5 which was what was forced down my throat. I don't want to convert the difference to monetary terms since I got an NDA to respect. Whether or not an employee who serves for a consecutive 12 months is entitled to 21 leave days in a year is a discussion for another forum.

### My suggestions on how to improve Agile

- a. I read somewhere that there are some institutions that hire an expert surround him with a million interns and entry levels, then once the juniors can scribble a system, it becomes a financial loss to sustain the mentor. Kindly don't employ this technique if you haven't started already.
- b. There are also others that constantly make employees feel guilty at workplace so as to deny them the opportunity to ask for a pay rise. Kindly don't employ this technique if you haven't started already.
- c. At one time, the web team was recalled from leave to demo the projects we were doing, After the session, we were asked "what can be done to improve the department". Martin attempted to give a suggestion but he was shouted down before he could finish a suggestion sentence. Can an employee complete a suggestion sentence at agile? Well I'm not sure about that but we have always suggested that we be given system requirements beforehand- a suggestion that is rarely honored. For the record one year, only Lawrence gave me a system requirements for MaceFoods USSD. The web department is very much dependent on NAV but sometimes you find that there is the expectation that both of them should go pace by pace and wait, we have always been expected to finish tasks before NAV!!! The web department has had the most exits as stated above. If a solution is not forthcoming, why not disband it once and for all instead of messing peoples careers?
- d. I don't know how to put this, someone external, should it be an advisor, mentor or counsellor should be hired for an advisory session at least once an year. Edmond and Walter should make sure they attend. Its just on a light note though guys. We used to have it at Impax once an year. That experience of taking bitter herbs together is exciting. It used to improve our relationships. Come on, it's a relations medicine.

With the worst already happened, I am now the best placed to have shared what other employees feel and would like to be done to improve their welfare. If you think its my personal opinions, then we will find out in the next forum.

Whatever you decide to do with this information is entirely up to you.

**Thanks for your time.**

**Yours**

**Jonah Kipmani**