2025 Performance Review - Regina Jiang

Id:
22

Start Time:
2025-09-11 04:30:02

Completion Time:
2025-09-11 04:30:38

Email:
rjiang@ennead.com

Employee Name:
Regina Jiang

Employee Name Alt:
Regina Jiang

Title:
Associate Principal

Employee Role:
Project Manager

Date Of Evaluation:
2025-09-11 00:00:00

Communication Rating:
4

Collaboration Rating:
5

Professionalism Rating:
4

Technical Knowledge & Expertise Rating:
4

Workflow Implementation, Management, Execution Rating(Projects, Proposals, Employee Relations, Accou
5

Communication Comments:
I strive to ensure my communication is clear and effective, whether in verbal discussions or written correspondence. I make a conscious effort to listen actively to clients, our design teams, and local partners, aiming to fully understand their perspectives and ensure we are aligned. I try to tailor my communication style to the audience, whether explaining a complex design intent to a client or coordinating technical details with our consultants. There is always room to improve, and I welcome feedback to ensure my communication remains as effective as possible.

Collaboration Comments:
I believe the best architectural solutions emerge from truly collaborative efforts. My approach is to facilitate and support the team, ensuring everyone—from our visionary designers to our technical staff and external partners—has a voice and feels empowered to contribute. In the China market, I see my role as a bridge, helping to synthesize diverse ideas and cultural nuances into a cohesive project direction. I am grateful for the talented teams I work with and focus on creating an environment of mutual trust and shared purpose.

Professionalism Comments:

I endeavor to uphold the highest standards of professionalism that reflect well on Ennead's reputation. This means taking full accountability for my responsibilities, meeting commitments reliably, and always acting with integrity. I try to maintain a calm and constructive demeanor, especially during challenging phases of a project, focusing on solutions rather than problems. I view professionalism as an ongoing practice and consistently look for ways to better represent our firm's values to our clients and partners.

Technical Knowledge & Expertise Comments:

My technical knowledge is built on a strong foundation in architectural design principles, project delivery methodologies, and business development strategies specific to the built environment. I strive to continuously learn from our technical teams and consultants to ensure our proposals and project plans are not only creative but also technically sound and feasible for the China market. This is particularly important when new market opportunities emerge, such as a shift towards sustainable design or a new building typology we will do in China, i.e. Healthcare and Institutional Laboratory.

Workflow Implementation, Management, Execution Comments:

I focus on creating and managing efficient workflows to see projects and strategic initiatives through from conception to completion. This involves coordinating closely with our design, marketing, and finance teams to develop winning proposals, and then managing the project lifecycle to deliver on those promises. I rely on our established firm-wide systems and actively seek to improve local implementation, ensuring our operations in China are seamless, integrated, and effective in supporting our creative and business goals.

Revit:
3 (Meets Expectations)

Rhino:
3 (Meets Expectations)

Enscape:
2 (Needs to Improve)

D5:
2 (Needs to Improve)

Deltek/Adp:
3 (Meets Expectations)

Newforma:
3 (Meets Expectations)

Bluebeam:
3 (Meets Expectations)

Grasshopper:
2 (Needs to Improve)

Word:
3 (Meets Expectations)

Powerpoint:
3 (Meets Expectations)

Excel:
3 (Meets Expectations)

Photoshop:
3 (Meets Expectations)

Indesign:
3 (Meets Expectations)

Vantage Point:

0 (Not Applicable)

Illustrator:

3 (Meets Expectations)

Employee Strengths:

Communication skills.
Presentation skills.
Comprehensive skills on competitions, for concepts, visualizations, as well as business connections.

Areas For Growth / Development Goals:

Learn more about healthcare and laboratory knowledge and integrate them into BD scenarios.

Current Yearoverall Performance Rating:

5

What Additional Resources Would Help You Do Your Job More Effectively?:

We have three offices now. By implementing structured channels for knowledge exchange and strategic alignment, we can better leverage our collective intelligence. This will allow each market to actively learn from the others' experiences, provide cross-regional support, and efficiently share resources, ultimately strengthening our firm's global position and driving unified growth.

Are There Specific Examples Of Your Performance You'D Like To Share That Weren'T Captured In Earlier Q

Continued building up the connections with the clients, this year, I've brought three ByteDance competitions, one JD competition (a new client), one lab project in Shenzhen and one cultural project in Shaoxing.

Software & Tools Feedback:

AI for graphic generation, both images and videos.

Please Share Your Thoughts About The Character And Culture Of Our Studio And Practice.:

We are collaborative and innovative. We learn from the environments and respond with positive solutions. We need to continue growing the design strengths that could adapt with the current technical environment and design industry. Not only applying the use of AI, but also expand our design realm to interior, visual arts, landscape if possible.