

2025 Performance Review - Kevin Hamlett

Id:

23

Start Time:

2025-09-11 10:42:25

Completion Time:

2025-09-11 11:27:42

Email:

khamlett@ennead.com

Employee Name:

Kevin Hamlett

Employee Name Alt:

R. Kevin Hamlett

Title:

Senior Associate

Employee Role:

Senior Designer

Date Of Evaluation:

2025-09-11 00:00:00

Communication Rating:

4

Collaboration Rating:

4

Professionalism Rating:

5

Technical Knowledge & Expertise Rating:

5

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

4

Communication Comments:

I'm naturally an introverted person; however, I have no problem voicing my opinion on design-related issues. I feel that this is very important in maintaining a high level of quality for our projects. I am happy to be leading a lot of our international exterior & interior work.

Collaboration Comments:

I think that I collaborate effectively; however, the past few international projects have been unusual since most of the project team is in Shanghai. Direct communication is difficult w/ the time difference.

Professionalism Comments:

I try to be as professional as possible in all situations. I understand that my actions represent our company and our reputation. I've done a number of projects for repeat clients that seem very happy w/ my design work.

Technical Knowledge & Expertise Comments:

I have assembled an interior detail library for our future projects, and I feel that will help speed up our future endeavors. I have also mentored junior designers and have helped them understand the detailing process.

Workflow Implementation, Management, Execution Comments:

I feel that I am good w/ establishing a consistent project workflow and conveying that w/ the project team. I have also helped develop and refine our commercial marketing presentations for our residential, hospitality and interior pursuits.

Revit:

3 (Meets Expectations)

Rhino:

3 (Meets Expectations)

Enscape:

2 (Needs to Improve)

D5:

2 (Needs to Improve)

Deltek/Adp:

5 (Exceptional)

Newforma:

3 (Meets Expectations)

Bluebeam:

5 (Exceptional)

Grasshopper:

2 (Needs to Improve)

Word:

5 (Exceptional)

Powerpoint:

0 (Not Applicable)

Excel:

3 (Meets Expectations)

Photoshop:

2 (Needs to Improve)

Indesign:

5 (Exceptional)

Vantage Point:

0 (Not Applicable)

Illustrator:

2 (Needs to Improve)

Employee Strengths:

30+ years of professional experience backed up w/ my portfolio of completed projects in multiple typologies, overall design insight, precedent knowledge and vision, technical skill w/ detailing and documentation.

Areas For Growth / Development Goals:

The profession is changing rapidly and I would like to learn new types of software that would make my workflow more productive and easier. I would like to implement more sustainable design strategies in my design process.

Current Year overall Performance Rating:

4

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

I could use more software training. Prior to joining the office, I worked for companies that have a distinct design and production process using a limited number of programs, so I am unfamiliar w/ the full assortment that we have available. The international projects that I have been leading run at a very quick pace, and it has been difficult to find time to learn new programs. If the office could provide instruction, that would be helpful.

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

I feel like everyone in the office could learn and improve on some level and I am no exception. I will continue to try to improve my abilities.

Software & Tools Feedback:

I do not use all of the software listed above. For visualization, I rely on junior help. I would like to learn more about grasshopper and D5

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

Our office has the ability to target a wide variety of typologies, but I feel that a lot of the 'centers' within the office seem to operate independently from one another. It would be good to see more knowledge overlap and visual consistency within our portfolio. I think that our interior work could help bridge that gap in some regard.