

Evaluation Reports

Leovilito Vinarao

Strengths:

Superior Analysis Skills

Very Ethical Conduct

Truthworthiness

Action is quick when required

Both as an engineer and as management he is very competent

Has adjusted significantly : leadership with great strength in the process

Previous Issues:

Working Relationships with other people can be too easy.

Can be very complacent on maintaining peace and comfort.

Efficiency and Organizational tradeoffs are not necessarily addressed

Cost-Benefit Trade offs are not necessarily addressed

Has a tough time dealing with unruly employees, thus creating complacency in regulation

Regulatory implementation (especially internal regulation) can be quite lax, and very uneven

Overview

Over the past few years, Eng. Leo has transitioned quite significantly especially in areas where building the organization is required. Moreover, his development has led to better handling of many situations, including creating systemic efficiency, improvements in the performance of ISO and his team despite the resources. There are also management decisions that were carried out well despite the difficulties. These incidences include the disciplining of employees, sanctioning of unwarranted behaviors, and checking/verifying the work of others and subordinates.

He however tends to be lax with other people. Sometimes just to maintain peace, he is okay with sacrificing efficiency or the discipline. The vision of the company is not be strict , it is in essence to be a community of people , who can act and work well together, regardless of the situation, but execute also with efficiency and effectiveness.

He has however improved dramatically improved in sanctioning unwarranted behavior, however sometimes even then he is too lax, depending on a variety of factors. Sometimes, as a manager he acts as the good guy, and the bad guy is another manager (Fred Chua), especially in tough decision making.

As an engineer and leader, definitely not perfect, but very ethical, kind, professional and competent person. He can have great difficulty working with difficult people (ie Zeus), and can have problems handling people (Darwin). Sometimes, it is painful to see him as the highest head of the plant being trampled on.



Some Critical Areas of Development

- 1.) Rebalancing of resources, and prioritization of developments
- 2.) Project Execution efficiency or General Task Efficiency
- 3.) Creating a PLAN B, C, D
- 4.) Getting Creative in getting around or solving problems
- 5.) Disciplining employees
- 6.) Analyzing problems that are perennial, and looking at improbable explanations and solutions, as well as risk factors for failures
- 7.) Systemic enforcement of internal regulation
- 8.) Tasks and regulatory simplification (especially ISO)
- 9.) Handling difficult situations of employees

Further Remarks

Generally very good, although not perfect, and needs improvement in some areas. He also needs to understand the tradeoffs, as well as risk factors for failure. There are many suggestions in the company, many fail because of risk factors, including people, discipline, regulatory enforcement, lack of oversight; improbable cost-benefit analysis; improbably efficiency and cost tradeoff. If he can work around these, he can help change many problems that he is trying to overcome, including disciplining employees and etc.

Overall, he is someone that can be relied on and can definitely get the job done, regardless of the difficulties. Moreover he can get things done right.

Performance Rating 6.2