

## **Leslie Devera**

### **Strong Points**

Leslie shows greater character and enthusiasm maintaining a system.

She has shown great responsibility towards many things (despite some mistakes). She also has a good balance of implementing policy well, while at the same time learning to implement them with a human touch – something which is quite difficult to do. Further, she is at many points in time, learning to adjust in many situations, which may not necessarily be easy.

She has learned to create systems for herself and her department in areas such as calling up applicants, and getting them in. This is proven by her success rates in getting applicants through the door. She has also proven this with her consistent approach in hiring people in FILUNITED, where she has single-handedly done this with Eng. Jong.

### **Points for Improvement**

While she is eager to learn, she has at many times failed to self-check reports and systems that she has created to allow her to improve. Many of these points she needs to check on her own. For example, she can ask herself how she can better remove bad applicants. Secondly, she can also ask me (Fred) on how she can better filter out these applicants and separate the bad from the good. Moreover, she can also ask questions to her to double check if her approach can be made better or more efficient. It isn't enough to get through the door – it's important for the system to be improved and made better so that less time is spent doing these same tasks.

Another self-check that needs to be done is on reports. Many times, some of the memos have typographical/grammatical error. While these do occur, she can prevent this by building memos a system of forms and filing them out with names just so that these things can be avoided. She also needs to put herself frontwards in getting things to boss, and not waiting it out for the boss to call her.

?? – Implementation of Video and systemic onboarding process

?? - Transparency issues as to how much is being done towards background checking

### **Performance Rating**

55 – she done outstandingly well (above average) on many circumstance but needs to dramatically improve on these self-check on the HR system. Also needs to create a functional systematic HR system.



