

Wilfredo Tolentino

Ellie brings a certain enthusiasm when working. His enthusiasm easily spreads, and as a person to lead his promodizers, he has previously shown good leadership skills. However, on the other hand, over the past few years, there has been a certain observation about the amount of care taken by Ellie on a variety of issues, including absences, the quality of his reporting and etc.

Many of his proposals, while sound, lack a means of proper implementation such as incentives. His proposals are also usually in some ways un-optimized (inventory control), and his ability to coordinate with partners, are either a like or don't like. While this is normal, he has had many assistants that have consistently failed when working with him. This has led to serious trust issues with his proposals. This was extremely exacerbated by two incidents leading to the termination of one of his assistants and a resignation of another, of which both bore much on his responsibility. Moreover in the event where he is in trouble, he has in many ways failed to speak truthfully that led to the two incidents, which seriously cast doubts about his credibility and character. There are also many incidents where clearly he is not coordinating properly with Mylene his assistant, these include policies to simplify hiring and etc.

He has also failed to provide proper information in a timely and accurate manner, such as those of his reports. Moreover, much of the information such as the accuracy of his reports are unclear, including information about how to speed things up are never proper. In one glaring incident, he and his team clearly ignored a proposal from the IT department on the inventory and sales order process for

Much of his proposals only come, because of either pressure from the management or the promodizers, clearly showing his inability to initiate reforms to simplify his work and enhance the quality of his work. His absences are also a clear indicator of a large scale failure in responsibility. Further, in many of the additional work such as coding, he fails to properly abide by regulations to ease up work. Which could mean only two things – his failure to understand simple regulation, or a serious lack of care of the quality of work he was given.

Recommendations

1. Simplify and automate certain transactions
2. Listen to proposals, and think about how to enhance a system, so that predictability can take place.
3. Continue to lead with great character
4. While absences are understandable, his excuses are unjustifiable for the quality of his work, and the repetition of these problems because of his absences.
5. Coordinate properly with Mylene and be transparent
6. Follow strictly policies, if they don't make sense, he should ask questions
7. Be consistent in reporting and ensure that information is properly formed.
8. Speak truthfully, and transparently. Ensure maximum transparency across all situation even when it is difficult.



9. Seek information to clarify situations. Do NOT stop and expect information to be handed over.

10. Initiate changes and reforms clearly, with Long-term plans and not piece-meal plans.

11. Simplify information for the managers.

Rating : 40 – serious consideration, needs to be given about the quality and quantity of work he has.