

Paul Dionisio

Strong Points

Paul takes with immediate action if there are critical situations and when it is demanded. In these situations he responds almost immediately and coordinates almost exact to detail, albeit rarely perfect. Which is very good in many of the critical situations that the company faces. He also has a good ability to convince people of what is right and wrong, while adhering to many of the company's policies. Moreover, in situations where there have to be people who are disciplined and in the most unfortunate circumstances, terminated, he has handled them with extreme care for both the company and the employee.

He has at many times, willingly taken on projects, despite their difficult tasks. And despite the confusion because of the sheer work load, he has always taken this well and balanced.

He is seen by many as a good bridge between the company and its people. He has also been able to implement most of the company's policies despite the many constraints he faces and has worked well with Leslie his team mate.

Weak Points

There is a constant need for follow up with Paul with reports both short and long term report. He fails to consistently work with a system, and inform his superiors (Fred) of circumstances where the system is too difficult or unmanageable to work with. When he does inform people about the situation, it is often too late or extremely difficult to manage already. For example, issues with 4D not reply and etc. are often relayed extremely late. SSS failures have also been reported late.

He needs to see consistent failures, as a probability of a failed system. In such situations he needs to be able to provide systemic solutions. For example, in the case of SSS failures, he can find ways to check how to go through other means to get the information and the update he needs. He can also for example, ask Rubylyn, how to further decrease this issue on a systemic scale (which she has already suggested).

Another issue is the submission of reports, which after an extremely long time, was he only able to submit it consistently. Although even up to now, there are still issues with this.

In Many policy areas, while Paul is able to implement, he isn't really able to apply policies are effectively as he should be. While he is able to catch problematic issues, he simply isn't able to analyze a situation and see how to apply a system through in many cases. For example, in the OT-travel issue, he wasn't able to relay (to his superiors) issue regarding this and question its implementation in variety of situations. In another issue where there are questions regarding absences, he has summarily approved absences without really asking other superiors of it (especially the CS dept).

Many times also, when there is confusion on his part, he fails to clarify and give proper information on a timely basis. He needs to understand that asking questions is better than making several repeated mistakes.

It is also quite unclear if he has given favor towards many people who are more senior than him in many policy areas esp. the CS dept, colleagues and fellow officers. Moreover, it is also unclear if he is able to set himself apart from the office politics and peer pressure. It is quite obvious because he is part of the HR department, there will be extreme pressure to get him to be impartial on many issues. What seems to be clear is that he is unable to be partial at this point, and give clear directives – because these are normally handed out by the management, and rarely upon his initiative.

Sometimes when he is asked about the situation inside the offices, it seems that I (fred Chua) would know more about it than him. This is despite the fact that he is in the office more often.

He can first work towards building a strong system, simplifying implementation, and working towards removing redundant work. Moreover, his team should already look for ways to reduce inquiries so that they are less called in by other people. This way, more time can be allotted to finding way to optimize policies so that they can be implemented further. This helps reduce dramatically the stress involved with the HR department , and at the same time reduce cyclical stress levels during breaktimes and etc.

Performance Rating

55 – Just passing. While he generally he has improved and there are efforts made on his part to improve things dramatically; it takes an extremely long time for him to make progress on a variety of issues.

A handwritten signature in black ink, appearing to be 'Fred Chua', located at the bottom right of the page.