

**From:** Helen Polkes polkes@apple.com  
**Subject:** Re: Helen/Ashley  
**Date:** June 21, 2021 at 11:10 AM  
**To:** Ashley Gjovik ashleygjovik@apple.com



Hi Ashley,

Thanks for sending this over.

Look forward to talking more later today how I can support you and Dave on gaining more role clarity.

Helen

On Jun 20, 2021, at 4:29 PM, Ashley Gjovik <[ashleygjovik@apple.com](mailto:ashleygjovik@apple.com)> wrote:

Hi Helen,

I hope you're well.

Fyi, I met with Tony Lagares last Thursday and he's going to have someone else on his team re-review Jenna's review of Dave & Dan. He said he'd get back to me in a couple weeks with more transparency, and potentially different next steps. For my review feedback on Dave to Dan last week, I also re-expressed my concerns from the 2020 review cycle ([here](#)), and concerns related to the topics covered with Jenna and Dave's current response following the investigation.

Still happy to chat Monday about the role definition (and the WFH concerns I talked to Dori about if you'd like). Dori wasn't aware, but I was actually one of the two of the PMs who actually sent the email to Tim.

As far as the role definition — I spent a lot of time with Dave over the years trying to train him on project management & EPMs, and many hours Whiteboarding with him different possible focuses for the role. Ultimately every time he said he didn't want to define the role and wanted it to be anything he felt like. Happy to chat with you about this — but I'm thinking the best way to really kick this off will be you working with him to help him shift his perspective and get him to buy into actually defining the role.

Best,  
-Ashley

#### **Helen/Ashley**

Scheduled: Jun 21, 2021 at 1:05 PM to 1:30 PM, PDT

Location: Virtual Conference One-Time Room

Invitees: Ashley Gjovik, Helen Polkes

— Recommended Options —

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