From: Clark, Aaron
To: Anderson, Narin
Subject: RE: 1:1 Aaron & Narin (Comments From 10-Apr-2025 Discussion)
Date: Monday, April 14, 2025 2:19:52 PM
Attachments: image001.png

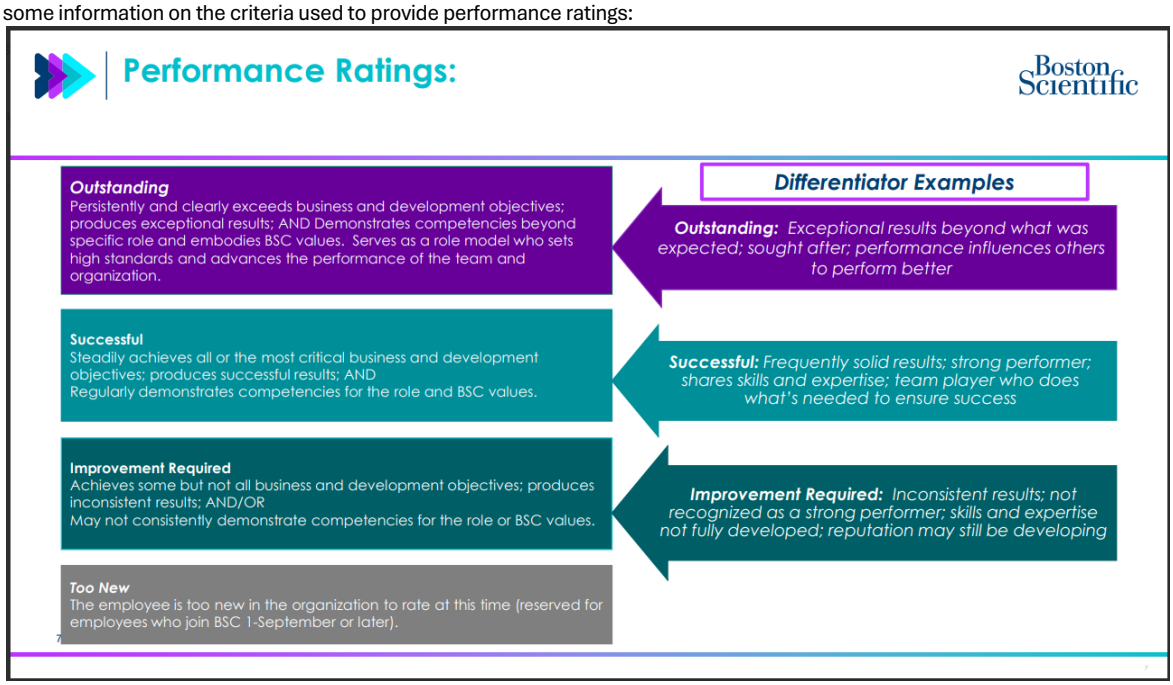
Hi Narin,

I appreciate the open, honest, and difficult discussion during our 1:1 last Thursday (April 10, 2025). It's understandable that you are frustrated with the "Improvement Required" performance rating you received for 2024. We need to continue having open conversations to ensure alignment and work together to strengthen the performance areas that led to this rating.

During our discussion, you expressed dissatisfaction with the rating and questioned how your long workdays, including nights and weekends, to meet workstream deliverables and project business goals under a pressurized schedule could result in an "Improvement Required" rating. While it's true that there was pressure on the project schedule and the goals were met due to your hard work, which is commendable, the focus of our performance feedback discussions has never been about the amount of work or effort you put into your deliverables.

The discussions have centered on your performance in terms of **how** you manage your packaging workstream activities and the resulting negative impact on the project team and coworkers. Your performance has been below the expected level for a P-5 Level Engineer in the areas of collaboration, planning, communication, and deliverable execution. In your 2024 year-end performance review document, I included examples of these areas for improvement and provided feedback gathered from peers to give you added context and examples. I encourage you to review this feedback for a better understanding and interpretation of the issues raised throughout the year.

Here is some information on the criteria used to provide performance ratings:



We are committed to supporting you through this corrective action process. This includes providing you with the necessary resources, training, and guidance to help you improve in the identified areas. Our goal is to ensure you have the tools and support needed to succeed and meet the expectations of your role. Your growth and success are important to our team.

Regards,
Aaron

-----Original Appointment-----
From: Clark, Aaron
Sent: Monday, November 18, 2024 4:48 PM
To: Clark, Aaron; Anderson, Narin
Subject: 1:1 Aaron & Narin
When: Thursday, April 10, 2025 1:30 PM-2:00 PM (UTC-06:00) Central Time (US & Canada).
Where: MAP ConRm MPL3-2 Curie C2-112 (VC)

Moved meeting to today and booked room in MG since we're onsite.

Adding additional 1:1 time slot to make recurrence weekly. We can adjust as appropriate.

Thanks,
Aaron

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For organizers: Meeting options | Reset dial-in PIN

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