
From: Mike Seifrit </o=first organization/ou=first administrative group/cn=recipients/cn=mseifrit>
Sent: Thursday, April 29, 2010 10:11 AM
To: Gina Hodge
Subject: RE: Lindsay Anderson's Performance Evaluation

Gina,

Thanks for your thoughts and suggestions. Although most of the specific issues you listed have been addressed (day trading, outside business activity, inappropriate email) and to my knowledge have ceased. If you've heard differently please let me know. I also solicited feedback from Carol and Abbie last Tuesday with an identical email but have not heard from them as yet.

I agree with you that supervisors are held to a higher standard and they set the tone for expectations and behavior. I have scheduled individual quarterly meetings with both Leif and Lindsay to clarify my expectations of them as supervisors.

I can imagine how busy you are and I truly appreciate your time and input.
Mike

From: Gina Hodge
Sent: Thursday, April 29, 2010 9:59 AM
To: Mike Seifrit
Subject: RE: Lindsay Anderson's Performance Evaluation

Mike,

Thanks for the opportunity to provide input. I don't have a lot of experience working with Lindsay in many of these areas, but within Managing Performance, Lindsay has struggled this past year in supervision with Abbie. I know she has had the opportunity to take several supervisor courses, but her empathy and communication skills in regards to supervisor still seem low. I know that Lindsay has struggled with providing performance feedback/obtaining employee input in a non-threatening way, sharing information with staff, and has shown aversions to apologizing for mistakes. She also sometimes seemed very quick to dismiss concerns of her employee and if an employee has concerns, they are always a big deal to that person and need attention. She also often seems very resistant to acknowledging employees' effort with positive feedback and compliments.

Work environment/safety issues, I am not sure if you substantiated these or not-but the concerns around inappropriate comments/emails alarmed me, as did day trading and performing tasks for her husband's business at work. Lindsay seems to need to filter some of her comments that could be perceived as inappropriate, I know that Jane had heard a couple of inappropriate comments that were concerning for her. Especially now that Lindsay is a supervisor, she must be cognizant of how she is perceived and model the behavior we would expect all staff to exhibit.

You might also consider soliciting input directly from her staff; employees are customers too.

Thanks,
Gina

From: Mike Seifrit
Sent: Tuesday, April 27, 2010 4:44 PM
To: Shelly McCoshum-Hitt; Monty Prow; IDJC Leadership Team; Deborah Day; 'Deborah Fulkerson'
Cc: Laura Roters; James Phillips; Beverly Wilder; Bev Ashton; Barbie Denney; IDJC All District Liaisons
Subject: Lindsay Anderson's Performance Evaluation

I am currently working on Lindsay's Performance Evaluation. Could you please take some time and provide me overall comments or specific comments addressing the following areas:

Managing Performance
Communication
Decision Making
Problem Solving
Customer Focus
Work Environment/Safety

I know how busy you all are and I appreciate even a little bit of feedback and/or suggestions.

Thank you for your time,
Mike

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