

From: Nick Freddy R Bello
Sent: Monday, May 25, 2020 8:15 AM
To: Jhemalou P De Guzman
Subject: LEAD: Year-end process
Attachments: NRBello.jpg

Hi Ate Jhem,

Please see attached for my picture and screenshots of my Lead Dashboards (YTD and Cycle 3).

Year to date

LEAD dashboard



Nick Freddy Ranque Bello - Staff/Assistant (44)
Makati - SGV I (PH005)
Counselor: Almira Po
Counselor connect leader: Josephine Adrienne Abarca

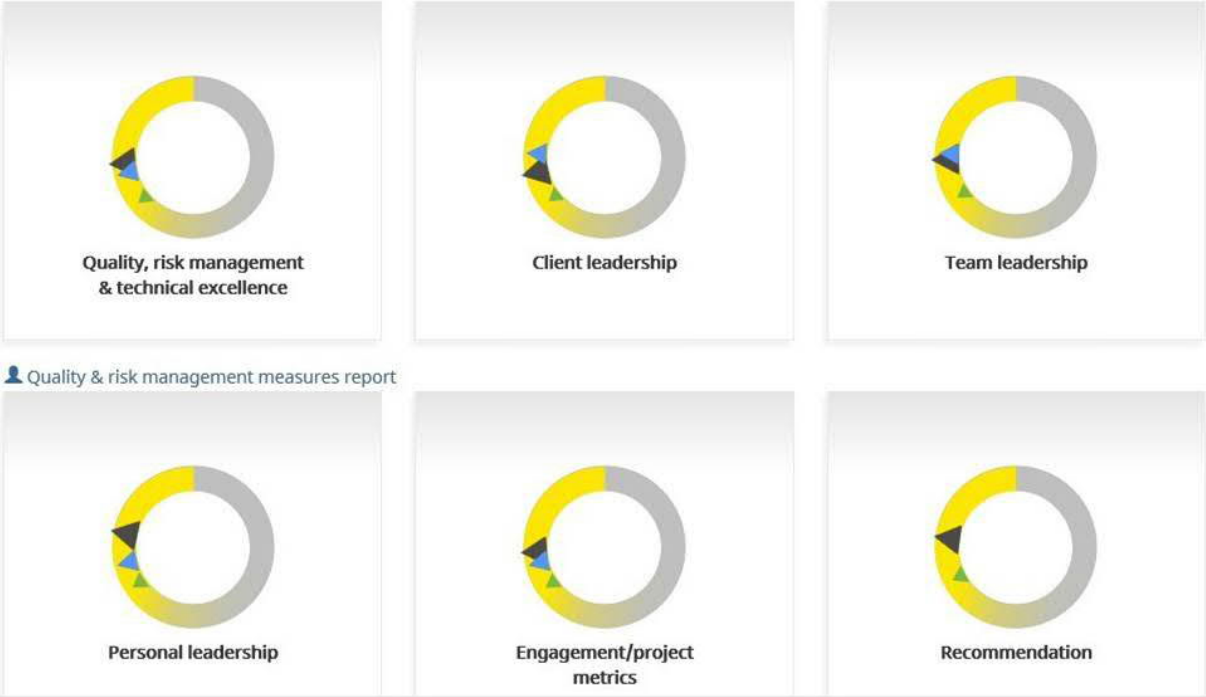
Feedback cycle

Year to date

FY20

▲ Your YTD progress ▲ Peer group average ▲ Self-assessment

Dashboard definitions



Dashboard > Comments

Comments



Nick Freddy Ranque Bello - Staff/Assistant (44)

Back



Pia Plata - 21/May/2020
Engagement/Project name:
METROPOLITAN BANK AND TRUST COMPANY
Weighted: High

Demonstrating leadership

Nick is a very reliable and hardworking team member. He is highly involved in the discussion of complex issues with the senior manager. He ensures that he meets the deadline of the tasks assigned to him. He was able to provide support to his teammates who needed help. Through positive attitude towards work, he was able to keep his peers inspired and driven. For his improvement, Nick should be more assertive and show more confidence in communicating with the client.



Almira Po - 13/May/2020
Engagement/Project name:
Metrobank - Trust Banking Group
Weighted: High

Demonstrating leadership

Despite joining the team at the latter part of the audit, Nick was able to develop strong rapport with client. This helped him in obtaining his audit requests and coordinating with client regarding his audit procedures. He has strong technical skills and is organized. He was able to submit his deliverables on time. I appreciate that he has the initiative to update his teammates on the status of his work. Also, he could discuss with client his findings confidently as he equipped himself with technical knowledge prior to discussions. Nick is a good teamplayer.



Jhemalou De Guzman - 13/May/2020
Engagement/Project name:
MBTC - TBG
Weighted: High

Recommendation

Nick documents his working papers in a clear and concise manner. In addition, he greatly contributed to the team by handling one of the complex accounts in our engagement. I believe that he will do a good job in the future given the right training and guidance.



Rudy Bacdao - 13/May/2020
Engagement/Project name:
Metropolitan Bank and Trust Company | FSRM Audit support engagements
Weighted: High

Engagement/Project level metrics

Nick is very hardworking and a dependable person whom you can trust as you delegate important, urgent and complex tasks. He provides work deliverables with good quality and can accomplish tasks with minimal supervision. As a point for improvement, he should consider being more proactive and confident in communicating with his clients and should be more careful in documenting his procedures to minimize mistakes in presenting critical issues to his clients. He should also expand his knowledge and skills on common audit and industry-specific accounting issues which is a key for him to easily survive his future engagements as he steps-up to bigger responsibilities. Nonetheless, I can see the he is already fit to work as a senior associate.



JM Irinco - 13/May/2020
Engagement/Project name:
Metrobank | Circa
Weighted: Standard

Demonstrating leadership

Nick is able to perform the assigned audit procedures to him with minimal supervision. He has an outstanding interpersonal and technical skills that he needs in his next role.



JM Irinco - 28/Jan/2020
Engagement/Project name:
Metrobank
Weighted: Standard

Demonstrating leadership

Nick was assigned to audit the significant risk of our account. He is very dependable and consistent. He delivers outstanding output for executives' review. Keep it up!



JM Irinco - 25/Sep/2019
Engagement/Project name:
Metrobank
Weighted: Standard

Demonstrating leadership

Nick shows enthusiasm to finish the tasks assigned to him. He is very reliable and possesses an outstanding ability to convey his message.