

## View results

Respondent

6

Scott Fletcher

21:02

Time to complete

1. What project have we worked on together, and what were your key takeaways? \*

Dennis has been an amazing partner, in all the varied aspects of the Banfield and Royal Canin business, he's collaborated with me to design and complete. He consistently outperforms the ask, and is very proactive in finding mutually beneficial solutions. Dennis brings a passion for highly effective outcomes and solutions, and he's an excellent communicator. He's efficient, polite, responsive, dedicated and results driven. He has excellent internal and external communication skills and often is seen as the go to for accuracy and detail on projects.

Projects include Banfield Planogram reset, reporting creation and management. Pride ARG lead and organizer. Salesforce expert.

2. What do I do well now? What can I do better in the future? \*

excellent communicator, attention to details, results driven, excellent at collaborating throughout the organization both internally and externally, fosters relationships, excellent at moving projects from ideation to completion and launch, proactive. He's a great ARG lead and has been exceptionally engaging and motivating to both the team and larger Royal Canin and MVH audiences.

I don't work with Dennis in any areas, that he's not consistently exceeded my expectations. He has a broad knowledge of systems, IT, and has never disappointed or failed in any areas. As is always the case, Dennis can learn from new and varied tasks that will only happen when he has the opportunity. This hasn't been a challenge, but an opportunity.

3. In what ways can I be more effective in communicating with the team?

*Rate my communication effectiveness.*

*1 = Non communicative - 5 = Very communicative*

\*

1 2 3 4 5

☐ ☐ ☐ ☐ ☒

4. Do you think I interact enough with my team members? \*

☒

Yes

☐

No

☐

Other

5. What sets me apart from other team members you have worked with? \*

Intense dedication, and a passion for excellence. Dennis has an amazing work ethic and he will find a way to collaborate and make a project a success. He has a deep desire to do excellent quality work, include others and do it within the given timeframes defined. Dennis has exceeded all my expectations through the years, and I know he is a key associate for many teams.

6. Can you provide a specific area that I excel in? \*

Excellent with technology, in all facets. If I have a question, you either know the answer or you can get the answer in a very quick and efficient way. You've been an amazing advocate and partner with me on the Banfield Planogram Reset project. You're understanding and ability to communicate the what and the "how" of projects to both internal and external teams is a true testament to your commitment and you're incredible depth of knowledge of Salesforce, Analytics and reporting in general.

7. Can you provide a specific example of an area that I can improve? \*

In all my projects you've exceeded my expectations. Since you don't report to me directly I'll have to answer NA.

8. What do you think is currently working and not working with my time management and organization? \*

I believe given you many projects and stretch assignments you utilize your time well. The only thing that I do see is that you're probably taking on more than your role allows in relationship to your health and well being. You work a lot and you've got a lot of highly visible projects and people that rely on you. While you're an overachiever in almost all you do, I don't want you to get burnt out, taking on so much.

9. Please provide any additional feedback that you'd like to share.

Dennis is an extraordinary associate. He brings passion, dedication and excellence to any team he touches. He's liked but more importantly respected by field and senior leaders, as well as external customers. He's the one you want on your team.