

Bertrand Spilthooren April 03, 2020

## Spilthooren, Bertrand

SMGR-Territory Manager

443-Intl EMEAR

**Reviewed by Moghadam, Alexander**

**Review Period**

April 01, 2019 - March 31, 2020

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## Rating Scale

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### 0 N/A

Not Applicable

### 1 UNSATISFACTORY

Work performance is unacceptable and/or employee exhibits negative behavior towards colleagues and the Company.

### 2 BELOW EXPECTATIONS

Work performance is below established standards OR work performance is to standard but employee exhibits negative behavior towards colleagues and the Company.

### 3 PERFORMS TO STANDARD

Work performance consistently meets established standards and employee shows an interest in continuous improvement; employee exhibits positive behavior towards colleagues and the Company.

### 4 ABOVE EXPECTATIONS

Work performance exceeds established standards and employee's behavior consistently reflects an interest in continuous improvement; employee exhibits positive behavior towards colleagues and the Company.

### 5 OUTSTANDING

Work performance is consistently well beyond expectations; behavior constantly reflects an interest in improving and attaining a higher level of achievement for self and for the Company; lifts others up through mentorship and influence...This rating is reserved for employees you perceive to be in the top 5% of the Company.

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## Question 1 of 7

2019 ZOLL PDR

Weighted at 20%

**Job Knowledge and Skills - Has achieved satisfactory levels of technical and professional skills and knowledge in all position related areas. Comprehends all phases of work and knows and utilizes the body of knowledge required to be successful in the role. Understands and can clearly describe work processes and keeps up with current developments and trends in the area of expertise. Understands compliance and code of conduct policies and acts in accordance.**

### 3 PERFORMS TO STANDARD

Bertrand has been on the job about 7-8 months and has been learning in the following areas: Product knowledge, market knowledge for charting application, relationship building, defining customer base and target markets, & company policy and procedures.

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## Question 2 of 7

2019 ZOLL PDR

Weighted at 20%

**Work Standards/Quality - Sets high standards of performance for self and assumes full responsibility and accountability for delivering high quality work that meets departmental standards for accuracy, compliance, and error tolerance. Approaches work assignments thoughtfully and gets input from others when appropriate.**

**4 ABOVE EXPECTATIONS**

Bertrand sets a very high standard for himself and his team, he has assumed full responsibility of his role in the French/Romandie and takes full accountability for his actions and activities in the market. He thinks strategically about his territory and is willing to roll up his sleeves to get the job done. Excellent progress!

**Question 3 of 7****2019 ZOLL PDR****Weighted at 20%**

**Communication/Interpersonal Skills - Formulates clear, concise messages both verbally and in writing. Excellent listener who consistently checks for understanding and summarizes discussions. Is proactive in communicating with others. Is thoughtful and consistent about communicating across teams and departments when appropriate and is courteous and professional in all communications. Shows professionalism and tact when involved in difficult conversations.**

**3 PERFORMS TO STANDARD**

Bertrand is a great communicator. He is regularly in touch with his supervisor and the home office as well as colleagues in Germany and his partner, Florian who is Sales Engineer in the French market. He has great talent in networking and building relationships with the customer base, key opinion leaders as well as business leaders outside ZOLL.

**Question 4 of 7****2019 ZOLL PDR****Weighted at 20%**

**Initiative/Innovation/Decision Making - Is a constant contributor to process improvement. Suggests thoughtful new ideas for consideration. Takes prompt action on solvable problems without instruction and is resourceful in seeking solutions to difficult issues. Is willing to make decisions that are within the scope of employee's responsibilities and authority. For employees in a technical role, this category is also an appropriate place to talk about technical innovation.**

**5 OUTSTANDING**

Truly outstanding! Bertrand has incredible sense of initiative, he is a self starter and extremely innovative. In the short time he has been with ZOLL, he has evaluated the market for acquisitions of other French companies in our space, he has struck several relationships with businesses to enhance/expand the value of our products. He is very creative in coming up with new ideas as to how we can expand the name of our company in the French market. Really well done-keep up the great work here!

**Question 5 of 7****2019 ZOLL PDR****Weighted at 20%**

**Contributing to Team Success - Actively participates as a member of his/her team and contributes towards high performance. Is professional in interactions with team mates and accepts difficult assignments without complaint. Actively shares knowledge with others and helps others to be successful. Takes responsibility for assigned tasks. Arrives prepared and on time to team meetings and is attentive and respectful to co-workers. Follows through on commitments.**

**3 PERFORMS TO STANDARD**

Bertrand is an excellent team player. He works well with his partner in France and has a good relationship with Marcus, Thorsten, and Stefan in Germany.

Question 6 of 7

2019 ZOLL PDR

Weighted at 0%

**Progress on Goals - (Choose N/A) Please discuss your progress on your short and/or long term goals this past year. All future goal setting and tracking will be done in another module of ADP that your manager will populate with you either before your PDR discussion or during the discussion itself. This section exists for you to memorialize progress on past goals.**

**3 PERFORMS TO STANDARD**

For the first two to three quarters on the job the following was expected and has been achieved:

- Product knowledge,
- market knowledge for charting application,
- relationship building,
- defining customer base and target markets,
- company policy and procedures.

Question 7 of 7

2019 ZOLL PDR

**Final Reviewer Comments (Choose N/A) - What are this employee's greatest strengths and what are their areas of greatest weakness? What do you see as opportunities for professional growth in the coming year? Are there any topics that belong in the PDR discussion that have not already been addressed?**

**0 N/A**

Great Strength: Strong Networker, Creative, innovative, filled with energy and enthusiasm.  
continue to develop a working knowledge of our product portfolio, Administrative workings of ZOLL Broomfield and ZOLL France, deeper understanding of the market and key players in the market.  
Goals: Learn & start utilizing SFDC, attend and complete Miller Heiman Sales course. Achieve sales results for 2020!

**Summary**

**3.6** Overall Rating  
**PERFORMS TO STANDARD**

**3.6** Questions 100% of Overall Rating      **0** Goal 0% of Overall Rating

Bertrand has done an outstanding job in the past two quarters: He has been exceptionally engaged, very passionate, deeply dedicated, filled with energy and enthusiasm. Please continue the great job you have started and I am certain you will see great results in the near future!!

## Employee Acknowledgement

Employee Signature

Bertrand Spilthooren

Date of Acknowledgement

February 06, 2020

### Employee Comments

Thanks you Alex I'm Honored and humbled