

< Performance Review 2024

Last saved: 10/24/2024 at 6:50 pm by Sarah Ganser

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ME

Marlo Enrico
Community Engagement & Communications Manager

Overall Rating ?

4.00 / 5.00 - Superior/Highly Effective Performance

Partnership & Collaboration

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Core Values

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Operating Principles

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Goal Achievement

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Summary

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Core Values

Our work is guided by 4 core values – trust, reciprocity, spirit & legacy. These values create the foundation for our work and relationships with co-workers, residents, partners & stakeholders. Describe how the work you have done this past year exemplifies Cohere’s core values.

Rating Scale

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5 - Distinguished Performance and Role Model

4 - Superior/Highly Effective Performance

3 - Fully Successful/Effective Performance

2 - Partially Successful/Needs Improvement

1 - Unsuccessful/Unacceptable Performance

Core Values

Trust

Stewardship, respect, confidence, equality, responsibility

Reciprocity

Partnership, interdependence, shared values

Spirit

Culture, pride, civic and social engagement

Legacy

Traditions, shared experiences, collective memory

My Comments

Throughout the past year, I have aimed to uphold our core values of trust, reciprocity, spirit, and legacy in my work. These values have guided my actions and interactions with colleagues, residents, and external partners.

I regularly provided clear direction and constructive feedback to our ambassadors, ensuring that tasks were completed efficiently and with care. By offering feedback in a kind and professional manner, I fostered an environment where they felt comfortable discussing their needs and concerns openly. This, in turn, has enhanced reciprocity, allowing me to address feedback or concerns from residents and colleagues with greater understanding and collaboration.

In alignment with the value of trust, I have been responsible for promoting important events, news, and offers from Phoenix International Raceway, Lakin Prep, and the city of Avondale through our newsletters. I ensured that all requests were handled promptly and that nothing slipped through the cracks, building confidence in my ability to communicate effectively with the community and our partners.

To embody reciprocity and spirit, I have invited residents to attend board meetings, town halls, community cafes, and other local events where they can voice their concerns and connect with leaders who can make impactful changes. This fosters a sense of inclusion, helping residents feel seen, heard, and valued as active participants in shaping their community.

In honoring our legacy, we have maintained Alamar's cherished traditions, such as the Cowboy Cookout. During our 2024 activations, I took note of feedback to adjust the event's hours for 2025 to better suit the community's needs and to incorporate elements from Kids Day. After noticing a decline in attendance, from the 250 guests at Kids Day to the 65 that attended the Cowboy Cookout, I made note that spacing signature events further apart can help build up excitement for what's to come so we will have a smaller chance of having a drop in attendance.

Through my efforts, I believe I have contributed to upholding the shared values that define our work and relationships with coworkers, residents, partners, and stakeholders.

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Reviewer Comments

A goal for next year is the organization of events for staff; some items would be:

- Utilize the task event list that was sent over by Eastmark.
- Project management all events with true expectations of staff and volunteers at each event.

You are the leader and the executor of all things events.

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Reviewer Rating

4.00 / 5.00 - Superior/Highly Effective Performance

My Rating

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