

Tremblay, Frederic [UK]

From: Human Resources [UK]
Sent: 16 March 2010 14:55
To: Tremblay, Frederic [UK]
Subject: Circle of Excellence Nominees



Robert Half International



Congratulations to all nominees of the Circle of Excellence Awards!

During the Circle of Excellence event on March 11th 2010, there were 37 nominees for the UK of which you were one!

Congratulations!

Nomination 1 - An Openness to New Ideas

I would like to nominate Fred Tremblay for showing an openness to new ideas for the Circle of Excellence award. Fred has been instrumental in the new CRT process introduced by Rick Towers in the UK. Fred helped create a brand new system for collating and monitoring candidate and client quality assurance responses. The tool stores these responses in a very efficient and concise way which has been extremely beneficial for the UK. Not only this but Fred also helped create a reporting tool that runs from the CRT system which have been used by all Directors and Managers extensively. Fred always comes forward with great ideas and follows through with how to implement them in the best way. He is a great point of contact for the RAC team in the UK and will always answer any queries I have. I know that if I am struggling to create a report on the Crystal system, I can always talk my requirements through with Fred and he will provide at least one option on the best way to produce the reports. Recently, he helped me with a report for Alex Moyle (Staff Development) that took me roughly an hour to run. If I had not known that I could approach Fred for help, the report could have taken me as long as a few days to produce! Fred is an asset to the BSG team and definitely deserves the recognition that this award would bring. Great work Fred!

Nomination 2 - Dedication to Excellence

I wish to nominate my colleague Frederic Tremblay for the LEAD principle of Dedication to Excellence for his outstanding hard work and his ability to leverage strengths of team members to get things done. As a team we developed a low budget client & candidate survey system called CRT that is now being widely used by all branches within the UK. I developed the database back end, Frederic developed the web interface and Wouter developed the reports. During the CRT project, I feel Frederic had gone over and beyond of what was required of him to make the project successful and to drive the business forward. The path to quality software begins with excellent requirements. In our case the user requirements were incomplete so we were left to make our own assumptions. Fred approached this issue by being proactive and came up with ideas which at the time appeared to be unnecessary, but later throughout the delivery of the software proved to meet evolving and maturing user requirements. For example, the creation of a quarantine area upon data load into the system, prevented inaccurate surveys from being sent out to key clients and candidates which otherwise would jeopardise existing customer relationships. Frederic always assists team members in achieving goals, through training, mentoring and sharing expertise. From my experience, in the team, we can all rely on Frederic to help us, even if it means he has to break away from what he is doing. For example, during the CRT project, Frederic shared his expertise on database design with me, and gave constructive criticism that helped me to improve the design of the system. He also shared his knowledge of

report design, which resulted in reports being created that exceeded users expected standards. Frederic strived for superior work in all areas despite tight deadlines and a limited budget. He worked some of his weekends and late evenings to ensure that the system met all user requirements and offered advanced functionality such as searches, single sign on, branch level security and real-time graphs. Frederic communicated effectively with others at all levels of the organisation. This was critical to deliver the project on time and within the budget. For example, Frederic effectively communicated with users to understand their needs, their vision of the system, and also coordinated application testing and training. Frederic worked together with IT and BTG to get the right Bond Adapt extract developed at a minimum cost and to ensure that the application once developed wouldn't be rejected by an IT review of application security. Frederic also demonstrated that he likes to provide solutions to challenges. Once the system was released and in full flow, it became apparent that an interface with another system had to be built. As this work would take several months to undergo, Frederic proposed a quick win solution. This solution was devised with the team and with the users that allowed the two systems to be kept in sync semi-automatically until the full interface is developed. Frederic rightfully deserves to be recognised for his exceptional performance. I would like finish here by saying Frederic has demonstrated the ability to bring out the best in others, his passion to drive the business forward and his sacrifice of personal time to meet deadlines. He is ze best.

Best regards,

HR Department
Robert Half International

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