

Hardee County Economic Development Office



Employee Evaluation Summary

Bill Lambert - Executive Director, EDC

A. Performance Factors

#	Question	Evaluator #								Total	Avg.
		1	2	3	4	5	6	7	8		
1	<i>Administration</i>	5	5	4	4	4	5	4	4	36	4.375
2	<i>Knowledge of Work</i>	5	5	5	5	3	5	5	5	38	4.75
3	<i>Communication</i>	4	5	5	4	3	5	5	4	35	4.375
4	<i>Teamwork</i>	4	5	4	5	4	5	3	4	34	4.25
5	<i>Decision-Making</i>	4	5	5	4	4	5	5	4	36	4.5
6	<i>Financial Management</i>	5	5	4	5	3	5	3	4	34	4.25
7	<i>Human Capital Management</i>	5	5	3	5	3	5	3	4	33	4.125
8	<i>Independent Action</i>	4	5	4	5	4	5	5	4	36	4.5
9	<i>Job Knowledge</i>	5	5	5	5	3	5	5	5	38	4.75
10	<i>Leadership</i>	5	5	5	5	3	5	5	4	37	4.625
11	<i>Managing Change/Improve.</i>	5	5	4	4	2	5	3	4	32	4
12	<i>Contact Responsiveness</i>	5	5	4	4	4	5	4	4	35	4.375
13	<i>Market Study</i>	5	5	4	5	2	5	5	4	35	4.375
14	<i>Dependability</i>	5	5	4	5	2	5	5	4	35	4.375
15	<i>Marketing/Public Relations</i>	5	5	4	4	4	5	3	5	35	4.375
16	<i>Employee's Responsiveness</i>	5	5	4	4	2	5	5	4	34	4.25
TOTALS		76	80	68	73	50	80	68	67	582	70.25
AVERAGE		4.75	5	4.25	4.5625	3.125	5	4.25	4.1875	35.125	4.390625

B. Employee Strengths & Accomplishments

- Has a vision for economic development. Strong leader w/ focus, influence and excellent communication skills
- Delegates with oversight. Works well w/local government and economic stakeholders. Responsive to business prospects. Makes recommendations
- Maintains a good balance between programs and administration.
- Rates Bill an excellent director and does not know who else could do a better job
- Substantial knowledge of the economic development history, assets and challenges of Hardee County. Bill is skilled at communication and negotiaiton
- for the interests of Hardee County and representing those interest to all stakeholders. Spends significant time communicating with various stakeholders
- and ensuring projects remain on task. Bill embodies the qualities of high level of flexibility, intuitiveness, and innovation to see beyond
- the current circumstances, demographics and assets of Hardee County and sees the potential to create opportunity for our future. He has also
- He has also demonstrated a long term commitment to public service in Hardee County.
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F. Job Description Review Section

Employee job description has been reviewed during this evaluation and no changes have been made to the job description at this time.

Employee job description has been reviewed during this evaluation and modifications have been proposed to the job description. The modified job description is attached to this evaluation.

G. Signatures

Employee _____

(Signature does not necessarily denote agreement with official review and means only that the employee was given the opportunity to discuss the official review with the supervisor.)

Evaluated by _____

Reviewed By _____

(Board Chair)

Rev. 12/2/15 (vh)