
From: J <jeevacation@gmail.com>
Sent: Friday, February 8, 2019 9:59 AM
To: Stephanie Remington
Subject: Re:

agreed as you can see, i ask=d for your opinion. . i did not direct. you have the whe=l. . . 1 each morning i ask that you arrive =he kitchen at 530 . straighten it and get brekfast ready for 6 am. <=r>

when i give you photos in the morning. b=oken lights. door handle. etc. it sholud be done that day if possibl=. i dont have many do right aways. but i see for ex amp=e the light on the side of the service road. I took photos but=nothing done to date. I think you anad patrick are doing a go= job. I willl return sat afternoon for 4 days. i=will be bringing 3 architects. food: ?

=C2◆ lets have dupson . sylvester, here this morn=ng. thx

On Fri, Feb 8, 2019 at 5:40 AM Stephanie Remington <[REDACTED]>
<[REDACTED]>

Good morning, Sir,

I understand that some =ssues regarding your personal space have been a disappointment. I will add=ess your concerns with top priority. Carlos has already been instructed to=purchase the hinges and Karen has provided instructions for the master.

With little notice or direction, Mike, Patrick, and = picked up the ball and kept things moving forward the best we knew how. I= a month's time we three have been doing what six people used to do an= we have made visible progress. I don't think we need more leadership.=We need more skilled labor and contractors. You have given us the go to fi=d it, so we will. With practice we expect exponential progress. We've =ot this.

Plans are in place to address the h=nges and master straight away. We have steps in place for the tiki and alr=ady know what needs to be done.

I am glad to have=met Anna. I'm happy to spend time with her and to learn from her and a=k her for help. I ask that you let me set the course for what she does her= so that she's not in the middle of projects we already have lined out= For example, she went to GSJ after she left here yesterday and upset Bria= when she interjected herself in the dock wood collection for the tiki pro=ect. Everything was already in place for that, but Mike had to take that p=nicked call from Brian and contact others to straighten it back out. Time =s precious. This was frustrating for Mike. When she pulled crew, a boat, a=captain, and machinery for the GSJ road project and I had NO IDEA this was=coming, it completely threw a wrench into everything we had already lined =ut for that week. I was EXTREMELY frustrated because I plan and work EFFIC=ENTLY.

Sir, you asked me what the most chal=enging part of this job has been. It has been the lack of clarification to=all about who is in charge and the consequential challenge of triangulatio= that occurs. One person needs to be your manager. Your manager should be =t your right hand and consequently responsible for being the conduit of in=ormation and disseminating responsibilities with your priorities at the fo=efront. Regardless of who you choose long-term for this responsibility, th= triangulation has to stop in order for that person to be successful. This=means when people try to go

over the manager's head to go to you or Rich, or sideline the manager by going around the manager to access crew, the two of you need to refer that person back to the manager. Further, the manager should not be micro-managed. Suggestions from you, Rich, others are great, but give the manager the freedom to use her management skills to get the job done. The only way a manager will be successful is if you make it clear that you've given the manager the authority to be so.

=/div>
Stephanie Remington
LSJE, LLC
</=iv>

On Thu, 7 Feb 2019 at 21:56, J <jeevacation@gmail.com> wrote:

what about giving Ana the responsibility to oversee my personal priorities, self closing hinges. tiki kitchen floor. lights working. etc. steps at garage, etc. ◆=A0

--

please note

confidential, may be attorney-client privileged, may constitute inside information, and is intended only for the use of the addressee. It is the property of JEE<=r>Unauthorized use, disclosure or copying of this communication or any part thereof is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by return e-mail or by e-mail to jeevacation@gmail.com <mailto:jeevacation@gmail.com>, and destroy this communication and all copies thereof, including all attachments. copyright -all rights reserved

--

=please note

The information contained in this communication is confidential, may be attorney-client privileged, may constitute inside information, and is intended only for the use of the addressee. It is the property of JEE
Unauthorized use, disclosure or copying of this communication or any part thereof is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by return e-mail or by e-mail to jeevacation@gmail.com <mailto:jeevacation@gmail.com>, and

destroy this communication and all copies thereof,
including all attachments. copyright -all rights reserved

--00000000000068131605815f01ca-- conversation-id 332838 date-last-viewed 0 date-received 1549619928
flags 8590195713 gmail-label-ids 7 remote-id 898233