

My current Performance Review was not done following the process. It was not done in a transparent and fair way. It omits essential things, holds false information and doesn't reflect what has been discussed in the 1:1 with my manager who has also hidden his rating and comments from me until last week after the feedback meeting.

In the end he wrote different than he spoke and I didn't know about it until the final decision was already taken. In the feedback meeting he then told me that my surprisingly bad rating was decided by others due to my behaviour. My behaviour in is so bad in some areas that it outnumbers my good performance in the end rating and I get to hear it for the first time in this Final Meeting.

He started this meeting with 10-15 minutes of positive talking to then abruptly present the grade on screen and it was clear that I get no bonus. And he told me it's a decision by others.

I found it highly unfair and intransparent that something which has never even been addressed to me can override good performance to this extend and so surprisingly. I was really disappointed, didn't want to discuss further and ended the meeting. At this point I had still no idea what he has written in his Review and now I'm not sure if this even happened timely after the Review meeting or recently.

He agreed to me that he sees it as unfair too as I'm doing a good job but said he couldn't do anything about it. He said "I was fighting for you and the team in the manager meeting"

Monday morning I talked to Yves in his staff delegate function about the Situation. He noticed that it's not normal how Jauffrey did this Review process. He also said that this could normally never be a surprise like this. I told him that I want to inform HR about it and reject the results but he advised me that I should first do a Meeting with Abraham and Jauffrey.

In a short catchup with Jauffrey I told him that I intend to request a Meeting with Abraham and we talk about it because it's not fair. He confirmed and I sent a mail to Abraham.

Some hours later I got a message by reflective and saw Jauffrey's written Review for the first time and I was unbelievably shocked. His rating was against everything that I had to expect.

I had to read that also Jauffrey was suddenly mentioning my behaviour and partly in an unbelievable way. My behaviour is not adhere to LIA values.

I read about disciplinary measures to be taken for me as a result of my behaviour. A deadline is set for "the coming month" to change.

On Thursday I got the meeting scheduled to have a 1:1 with Jauffrey every week! I was presented this information only last Monday and I would like to know when this was decided and the facts that justify this measure. I also would like to know what exactly I have to change during the next 4 weeks, how it will be measured and what happens if I fail.

I want the proof regarding his comments about my relationship to team members and my behaviour.

The comments and rating are contrary to all feedback that I received in the last 6 months by my Manager and others. I read things that have never been raised and discussed in this way. They are partly even contrary in themselves and things that I do according to industry standards which have been mentioned positive so far are now taken negative because the majority in the Team including himself was not following these practices. This was addressed in my interview already.

To me this Review is a plain and non fact based punishment for something that I'm not aware of.

I reject the result of this Performance Review and request a re-evaluation and fair rating of my work based on facts with added rating of my previous manager for the first half of the year. I had asked explicitly for that in January and Jauffrey confirmed that Jean-Louis' rating has been taken into account. I learned last Tuesday by Jean-Louis himself that this is not true.

While Jean-Louis did the process differently I was this time asked to input the goals myself by listing Key Points end of November. Jauffrey and I talked about them in the review meeting which took 2 hours. We talked about a lot of topics in a constructive way and ended the meeting also with positive feedback for me. It is to be noted that because Jauffrey is new to infrastructure topics there are still areas where he doesn't have a detailed enough insight yet to know what is exactly behind some of the work. I was surprised that he was not really prepared on the topics that were available to him in advance.

So far and until last week there was absolutely no indication that something with my Performance or bad Behaviour could be wrong in any way and that I would have to expect a bad rating like this.

On the day of my Review Meeting I also had a 1:1 with Abraham who told me that Jauffrey reported him that I'm a hard worker, a very organised person who works in a structured way.

I get positive feedback from many sides and I evidently did a lot of improvements and extra work. And I end up with not getting a bonus and my Manager lying to me and being highly unfair and non fact based in his review of my work. The same person judges on my behaviour being so bad that disciplinary measures need to be taken.

I've been described as organised and structured - in the review he criticises the way I manage work

He mentions something badly regarding work documentation - I explained him the benefits of using an industry standard way of working which is still widely missing in our team. He adapted it in the meantime.

In my interview Service Now was a topic to have experience on and for me it has been the standard for years in different jobs. Lombard has made this the standard too. I have been making suggestions on usage explained things to team members and I used it in the proper way from the beginning because I am used to it.

When Jauffrey took over the management one of the first things he wanted to do is to stop us using Service Now. At a point where it got more and more integrated in the Workflows of our Team, people started to get used and when it was already set to be the standard tool for us he wanted to cancel it because he just doesn't like it.

It is outrageous how he puts things in a complete different light and context in his review. I'm almost 50% worse than last time, it's hardly explainable when looking at facts and work results and I will provide all the evidence to make a fair re-rating and not one driven by Jauffrey's ego with an obvious goal. This is not a Review this is a targeted downrating.

Unfortunately this year started for me with a very uncomfortable experience with him. ( you might already know ) He managed an issue about me in such a way that I was questioning his complete social competencies.

It ended up with him angrily screaming at me on the phone and forcing me to immediately drive to the office. Due to the fact that he was sitting in the office and so has been heard throughout the spaces it was also not a nice Situation days after in the office because people of course talk and things spread quickly.

Regarding his own actions in the whole affair he lied and even when it was clear that he didn't speak the truth in some parts he continued to do so. In the end only my failure was relevant.

Completely disturbing to me to act like this as a people Manager and now I have the second experience of that kind after a short while. How can he act this way on such an important topic for an employee. With all consequences it has.

During the catch up with Abraham I talked about more issues that we have in the Team since Jauffrey took over the management.

I had an additional 1:1 with Abraham and he promised to address the issues and he also encouraged me to proceed speaking out things as they are and not hide something because it's uncomfortable. I did it regularly with Jauffrey the last months. Abraham announced to do a 1:1 with each team member on the topic.

Today we have a work atmosphere dominated by pressure, fear and control. No trust and micromanagement. I usually address the things openly but especially in the past 2 Months I have noticed that this leads to problems for me. Since some weeks I have a bad feeling due to odd things happening or comments by a specific team member. I experience tension and pressure inside the Team. It's very uncomfortable at work.

Given everything that happened so far with Jauffrey as a Manager, how he now treats me with this review and his acting, it's alarming how he abuses his power and deals careless with people.

On Tuesday Abraham replied to my request regarding the Performance Review Discussion. But because in the meantime I got the complete and twisted picture by seeing the official comments I requested to change to a 1:1 with just him and myself first. But he rejected and wanted to have it planned with Jauffrey. Then I rejected and stated that I will address with HR then. And here it is.

After all I think when I get a disciplining measure due to behaviour then Abraham is probably well aware and approved all this. I still can't believe the way and style this happens and how I am repeatedly treated by my Manager. I also can't understand that Jauffrey still can act completely uncontrolled even with knowing what issues he already caused in the Team. It's disappointing to see that his reporting on me is obviously just taken completely unverified and unchecked for sanity with knowing that there were serious trust issues already. With knowing how much power Jauffrey has over me with this Review.

Surprisingly about 50% less as with the previous manager and suddenly discovering my behaviour is not according to values should be at least questioned and also justified more detailed and specific.

I will never talk 1:1 again to him without a neutral witness.

Last year he surprisingly took over the responsibility of our Team without any experience in this position and little experience in our functional area. Right from the beginning there were issues and doubts and the atmosphere in the team was getting worse within few months. Responsibilities randomised, his favourite team member has been put in a "VIP" position

quickly. Priorities and plans change constantly and the workload is not handled fairly. Until today I'm waiting on a proper job description that he promised.

Communication by Jauffrey is partly a disaster and intransparent on purpose. This leads to issues also with people outside the team. Inside the team it causes real conflicts.

We had one in February where I urged him that we should finally talk about it with all involved people. After delaying it he managed to organise this meeting with leaving out the person who actually caused the conflict by his behaviour so the discussion happened without the "root cause" person.

I noticed that Alric seemed uncomfortable on a part during this meeting. We agreed on things based on what has been discussed with only the 3 instead of all 4 people. Jauffrey also admitted how bad the behaviour of the absent person was and what this behaviour does to the team spirit.

After the meeting I talked to Alric. He mentioned that during the meeting Jauffrey said something that he had told differently to him before. He didn't want to tell exactly what. Afterwards he went again to Jauffrey to confirm an action that was actually clearly decided in the meeting before.

Alric knew that during the Meeting Jauffrey was telling something different in my presence but he was too afraid to speak up. Even afterwards Alric didn't want to tell me what exactly it was. Due to this he was even insecure about what has been decided in the meeting already so he re-assures himself once again with Jauffrey but 1:1

There was a part in this story that I obviously should not get to know.

This is shocking and to me Jauffrey uses the fear actively to control people. In this meeting he knew that Alric was having different information from him but that he wouldn't tell in my presence.

For months not even the proper and consistent organisation of a meeting room for a regular team meeting works. During 3 months we haven't been sitting a single time together as a complete team! He is constantly late, misses things, changes something and we have to compensate.

Few weeks back he asked me on short notice to be available at 8:00 for a meeting. This day I was working late and would normally have started at 9 the next day. I stated that due to current traffic situation would be a bit uncomfortable for me as I will have to leave at 6:45 already but I said if it's important and can not be done another time I will of course be there. He confirmed.

I did as requested showed up in time and Jauffrey was not there. There was no important meeting to do. I came earlier for absolutely nothing.

In October I have already addressed issues with the work planning and availability especially between Alric and myself after I was not even aware that Alric would do 4 day weeks until the end of march. It just started and over weeks I had to compensate on demand and a lot more work. Also work that I was never introduced to before.

We also discussed my role as network engineer twice. I have the most knowledge and experience in this field and was actually hired as one but I'm not fully used as one. He himself had plans to change the binomial system to more of what we already partly practice now but clear responsibilities are missing. He agreed that I should actually take the complete

network part as it makes sense based on the experience level and technical knowledge of me compared to Alric on this topic. Now he downgrades me with knowledge transfer.

In 2 years I have taken the lead over 2 Firewall Technologies that I have never worked on before. Without any training. With the recent Firewall migration it has been shortly decided to select a different technology. I manage this firewall from day one and every day. I was after Jauffrey for almost 4 Months to finally get the promised training. Then all we got was 12 hour online course to share between Alric and myself. And until today I had no time to even start this.

Jauffrey uses false information to rate me to a partial contributor! This is just shocking and he even arrogantly mentions that the investment in knowledge is too light for somebody passionate about work. What a poor style.

I invested partly my personal time to be able to gain knowledge on things because until today I haven't go a single training in Lombard.

It's documented and a topic for months With Jauffrey. While another Team member immediately got 2 trainings in a row and was also participating in a VMWare Marketing event abroad which has zero benefit for the Job. This is absolutely unfair and I get rated down for it. Citrix has never been planned to to be my Topic in Lombard. In VMWare I work since day one in Lombard as well as the last 12 years. In 2021 I was the one creating the template for virtualising Developer PC's and created 60 virtual workstations!

I have taken a lot of work over from Alric but in the opposite way it's completely different which I have also addressed more than once. When I go on vacation my work is almost never taken and just shifted until my return. When I'm sick and I address things that should be taken care of to not delay things it is mostly ignored or by default postponed and waits for me when I'm back. This goes to such an absurd extend that in my absence an appointment of a consultant that was scheduled in our Datacenter ended with him desperately trying to call me and texting me on my private phone on my day off because nobody was supporting him!

I am rated down for work management, too little efforts and the way of working with team members. He is criticising me for work organisation, communication and feedback.

In January two People of our team have spoken to Abraham and reported issues. But it gets worse.

Things that are happening here for a while now are terribly wrong. They are highly unfair and action should be taken.

I have been warned that criticising a manger this open could be my last action as a Lombard employe but given the things that happened especially to me the past weeks I think a specific goal is already set anyway so I have not much to loose.

I gave some insight with this document and just on the comments of my review I could write pages of facts. But even more issues have to be seen and to be addressed as people are suffering. A quote from somebody last week "this man needs to be stopped"

Two Team members have encouraged me in what I'm doing here. They would do the same but they are too afraid to loose their jobs. I'm not afraid and I do it.

Unfortunately and amplified by the gaming and framing of Jauffrey in the background everybody fears to speak up which makes it easier for things to be hidden. But I have enough of seeing how one man is ruining a complete team and is manipulating people.

This is a kind of mental torture and it needs to stop. I will not pay with my health in the end because of the incompetence and ego trip of an inexperienced manager and I ask you for your support and advise also apart from the review please.