

Kimberly Paternoster <kim@wickedcode.com>
To: DJ Doran <dj@seafaring.com>
RE: Frustrations!

March 2, 2012 7:29 AM

You are like me... you are a good man, and you did it despite your feelings. I understand. I do the same thing, despite how I'm feeling, because it's the "right" thing to do at the time. And, you were helping Joe out honestly, so you can rationalize it, can't you? J I'm assuming the stupid shit Chris said was about me... and you know what, it doesn't matter honestly. I know better, he's full of shit.

Good luck. Are you any less pissed today?

I've been up since 5:30 working on this thing so I can hand it off to Steve. God I hope he comes through for me...

kim

From: DJ Doran [mailto:dj@seafaring.com]
Sent: Friday, March 02, 2012 7:21 AM
To: Kimberly Paternoster
Subject: Re: Frustrations!

Helped him move in. I really didn't want to until we spoke but Joe couldn't do it himself, so I went. Never spoke about work because it wasn't the right venue for that discussion. He said some things that were not true or at least they were hard for me to believe but I kept quiet. I am meeting with him this am as soon as he gets here.

Grrrrr

Best regards,

DJ Doran
Publisher
Latitudes & Attitudes Magazine
Living Aboard Magazine
Office: 310-798-3445 Ext. 208
Mobile: 415-967-2628
www.seafaring.com

On Mar 2, 2012, at 7:07 AM, Kimberly Paternoster wrote:

ARGH... Steve is slower than fucking molasses!!!! It's driving me NUTS! I have a deadline of March 12, and I have to have a serious heart-to-heart with him today. DUDE, I need you to tell me if you can make it or not... if you can't, I need to know.

I was talking to Lisa about this yesterday, and she said you, me, her... we're all entrepreneurs... we know how to do everything, even if we don't know how to do it. And we work about a mile a minute, which is why my patience is so low for slow and low details. I guess we're all the same way. I forget sometimes that most other people aren't like us.

I did have a chat with him yesterday about this, and we'll have another today after I send him this next batch of work.

Anyway, have a great day DJ. I know you have a lot on your plate, and you are juggling a lot of things now. Take care of yourself through all of it, and know that I'm supporting you all the way through this.

kim

From: DJ Doran [mailto:dj@seafaring.com]
Sent: Thursday, March 01, 2012 8:16 AM
To: Kimberly Paternoster
Subject: Re: Frustrations!

hahaha.. Baby you are preaching to the Choir!!! Ill call u in a bit.

Best regards,

DJ Doran
Publisher
Latitudes & Attitudes Magazine
Living Aboard Magazine
Office: 310-798-3445 Ext. 208
Mobile: 415-967-2628
www.seafaring.com

On Mar 1, 2012, at 8:10 AM, Kimberly Paternoster wrote:

Hey you,

So now it's my turn to vent about management issues.

As you know Steve is working for me on 2 different projects. I'm REALLY struggling trying to keep him focused and on top of the right priorities. Both of these clients are high profile, and because I'm the interface, I need to be able to tell them every day an update. I have asked him twice in the last 3 days to provide me with end of day updates... I am not "checking up" on him, I'm just needing to be able to know where we are so when the client tells me, I have an answer. So far, I have had to ask for the update every day. The updates aren't as much progress as I would like. He has blamed one of the clients on bad code. The other client is Chivas, and it's on a tight deadline. He says he wants it – I gave him the opportunity to tell me it was too much, but he said he wanted the work and he wanted to be tripled up.

I'm also a little concerned about his attention to detail. I know I have a high attention to detail, but he will have a task list in front of him and do one of the four things and say it's done. It will take 3 revisions just to finish the four tasks. I don't want to have to check up on him over and over again – it's driving me nuts.

I don't know how to manage this. I think he's a good guy, and he definitely wants to do the right thing I think. I don't know if he's slow, lazy, or just not good. I do love working with him, and I know he wants to work with me.

Well, I guess any thoughts on managing this would be helpful. I thought I had tried everything, but if you have any other ideas, bring them on. I don't want to be a bitch, but I'm at the point where I feel I have to start really cracking down and potentially saying "look, if you can't make this happen, I need to find someone else." GR

kim

=====
Kimberly Paternoster
Wicked Code, Inc.
<http://www.wickedcode.com>
Ph: 415.779.CODE (2633)
Fx: 877.735.2423