



From: Crispi, Angela
Sent: Saturday, September 23, 2017 12:18 PM EDT
To: Edmondson, Amy; Cunningham, Jean; Schlesinger, Len; Gilson, Stuart
Subject: RE: My small additions after Stu's comments
Attachments: BE_Draft_Sept22.2 Gilson (002)_Crispi (001).docx

I've weighed in with some comments and a few additional quotes from my interviews. As we all are, I'm grappling with 3 things:

1. A sense of foreboding that once being on notice ends, he will be unleashed ("he bites his tongue", "I sit on my hands").
2. Why he seems above it all and was unwilling to jump at the offer of a coach ("getting to know me would take time") - the one voluntary arrangement out of the other four required which he could have grasped. Most people would jump on this developmental opportunity. Having an FRB review, delay of promotion of 2 years and the Dean recommended it isn't enough? I'm bewildered and think this inaction is telling.
3. Has he really learned over the past 2 years? One and two above lead me to think this is doubtful.

A quality report everyone. Many thanks.

-----Original Message-----

From: Edmondson, Amy
Sent: Friday, September 22, 2017 6:27 PM
To: Cunningham, Jean <jcunningham@hbs.edu>; Schlesinger, Len <lschlesinger@hbs.edu>; Crispi, Angela <acrispi@hbs.edu>; Gilson, Stuart <sgilson@hbs.edu>
Subject: My small additions after Stu's comments

the big yellow para may be difficult to create... so feel free to take a crack at it (anyone) or we can let it go. I like the additional pointed additions by Stu...