

De : [Gleb Dubovets](#)
À : [Gagné, Martine \(Ext\)](#)
Objet : RE: TR: Gleb vient de m'appeler
Date : 27 mai 2020 08:31:07

Unfortunately, in order for us to make final adjustments to the plan, e.g. keeping OCM and Training part time before the ramp up, I needed to confirm if this will work for the individuals. We can make exec level decisions but if people don't go with our assumptions and leave, the model will not work.

Thanks

Gleb Dubovets
VP and Partner, IBM Global Business Services
Enterprise Applications, SAP Practice
Mobile: [REDACTED]
Email: [REDACTED]

On May 27, 2020, at 8:06 AM, Gagné, Martine (Ext)
[REDACTED] wrote:

Hi Gleb,

I understand. My concerns were more related to the incident with the security team last week (Alex leaving at the end of May). I purposely contacted every chapter lead after our email exchange to tell them not to communicate anything about short term lay off of people until the planning had been officially approved. We have Subks in key positions and their interests are obviously very different than those of an IBMer. I thought that we would have made those final changes required to the staffing plan at the Exec level and communicate them in due time after an agreement had been reached.

Just to make matters worse...I am on daily calls with the LGS Procurement to fix payment problems with Fabienne and her employee working on training creation for IAQ who has not been paid since January....I miss Daniel Girard...

Let's stay connected.

Martine Gagné
Projet CASA
Leader Adjoint – Livraison 2
[REDACTED]

De : Gleb Dubovets <[REDACTED]>

Envoyé : 26 mai 2020 20:50

À : Gagné, Martine (Ext) <[REDACTED]>

Objet : Re: TR: Gleb vient de m'appeler

Hi Martine,

Sorry, but the events are unfolding quite rapidly. Did not have time to react after the meeting with Karl today and keep you informed.

The intent is not to let her go but, on the other hand, she is definitely not listening and cooperating. Spent quite a bit of time with her today, trying to understand what can be done to keep her and still make sense from what she is proposing to do. This deal with the Pilot from September to December looks like it's made just to keep her around.

I suggested a part time engagement for her as an advisor and want to talk to her tomorrow. In parallel I asked Caroline if they are ok to keep her doing this Pilot stuff full time. Will see.

Regards

Gleb Dubovets

VP and Partner, IBM Global Business Services

Enterprise Applications, SAP Practice

Mobile: [REDACTED]

Email: [REDACTED]

On May 26, 2020, at 7:33 PM, Gagné, Martine (Ext)

<[REDACTED]> wrote:

Hi Gleb,

I would have liked to know about this since I have been maintaining the connection with them over the last months...I guess we will have to let her go based on her response. I am ok with this.

Martine Gagné

Projet CASA

Leader Adjoint – Livraison 2

[REDACTED]

De : Scott, Fabienne (Ext) <[REDACTED]>

Envoyé : 26 mai 2020 18:22

À : Gagné, Martine (Ext) <[REDACTED]>

Objet : Gleb vient de m'appeler

Allô Martine,

Gleb veut que je sois à temps partiel jusqu'à la fin de 2020. Ce n'est acceptable pour moi. Lorsqu'on s'est parlées l'autre jour tu semblais avoir quelque chose en tête pour moi. Voudrais-tu le partager? Je suis prête à être off 2 mois cet été mais à la condition que je sois à temps plein ensuite.

Gleb exige une réponse de moi demain après-midi.

Merci!

Fabienne

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