

Leadership Performance Review

If you have any questions prior to completing this form, please contact {human resources}

Email *

{Head of Defense}

What were the 3-5 accomplishments your employee achieved in the first half of the year? *

Resiliency over the pause of the department, finishing the product on time and with added features, stepping into a bizdev role (including presenting and traveling) seamlessly

What are 1-3 areas that you would like your employee to continue to develop? *

Flexibility, ability to speak to the product (bizdev)

How well is your employee collaborating with team members, customers, partners, and peers? What if anything is getting in the way of his/her success? *

10/10 ability to collaborate and in fact lead team members, jumped at opportunity to communicate with potential customers, excelled.

What are the main business drivers for your employee to be successful in our organization? Please list 3-5 examples of how your employee measures those business drivers *

Assistance with business development and contracts and leading product team. The contracting one can be broken down into enterprise sales activities like traveling to speak, giving demos, following up with leads, tackling new opportunities. The leading of product is easily measured by the success of the product itself: speed of development, customer/user satisfaction. So far the latter is very strong.

Is there anything in your employee’s current role that would help him/her be more efficient and productive? (Tools, training, resources, etc.) *

Bigger team, more steady and predictable department.

How has leadership helped or hindered your employee’s work product? *

My own leadership hasn't been perfect or airtight, this puts strain on Natasha. Other leadership has been helpful but hard to reach (they're very busy) at times.

What is the most challenging aspect(s) of your employee’s current role? *

The department is in a paused state, very stressful for her

How well does your employee fit and understand our corporate cultures? *

10/10

List the 3-5 people your employee interacts with most frequently. How is each helping him/her to reach their goals (or not)? *

Mainly myself since the dept was paused, CTO sometimes, CEO sometimes. CEO certainly helping her reach her goals with high level advice and guidance, CTO with specific product/software dev pointers. Myself, I think we are able to get things done clearly and quickly which allows for Natasha to accomplish building the product.

What is your biggest regret? If you could go back and have a ‘redo,’ what would you change? *

Communication early on was stressful, I wish I'd structured her role and the department more firmly with clear processes. A little bit too early stage startup-y for my liking which causes some confusion and stress.

What would others say is your employee’s biggest asset? What would they say is his/her biggest area for development? *

Resiliency, intelligence, attention to detail. I think her attention to detail saves us so many times. She might say her biggest area for development is skills based- she's hungry to learn and become proficient in more parts of the process.

What do you think your employees love most about their current job? What do you wish he/she could do more of? *

Probably the flexibility and the straightforward nature of our users {client} . Things are relatively clear cut when it comes to the product. She could do more bizdev, a role she's recently jumping into. Excited to see where that goes.

What skills does your employee frequently receive compliment(s) on? *

Ability to clearly describe the product, in depth analysis and explanation of the product and market

Please list any other insights you feel are worth mentioning after reflecting on the performance of your employee.

I'm reminded how much we benefit as a department from her attention to detail. This product demands a fine toothed comb and Natasha doesn't miss much of anything.