

Q2 Performance Review Jamie Liu

1. Executive Performance Reviews – End of Q2

Chief Product Officer (CPO) – Jamie Liu

Self-Review Summary:

- Proud of progress aligning product strategy with GTM learnings post-PMF.
- Frustrated by feature work driven solely by sales commitments.
- Notes challenges maintaining roadmap integrity with increasing technical debt.
- Seeking more strategic alignment and clearer prioritization frameworks.

360 Feedback:

CEO (Avery Marks):

- "Jamie is thoughtful and product-driven, but can feel resistant when go-to-market needs move faster than product capacity allows."
- "Needs to be more flexible when large deals are on the line."

CRO (Devon Reyes):

- "Jamie doesn't always understand what it takes to close whales. Strategic thinking is great, but revenue needs to come first right now."
- "Would like to see more urgency."

CTO (Ravi Sharma):

- "Jamie is strong on prioritization and process, but we sometimes clash over timelines. I feel they don't always trust engineering enough."
- "Would appreciate more collaborative problem-solving."

CFO (Priya Desai):

- "Early impression is Jamie is one of the few who's thinking about scalability. I'd like to see them bring more clarity to prioritization frameworks so we can align budgets accordingly."

Product Team Feedback (Composite):

- "Jamie is a clear and empathetic leader."
- "We're stretched thin, and there's confusion about priorities—sometimes we pivot week-to-week depending on exec escalations."
- "Appreciate Jamie's push to shield us, but they need more support."