

Annual Performance Review

Employee Information

Name: Alex Morgan

Role: Director of Product

Department: Product & Strategy

Review Period: Jan 2025 – Dec 2025

Performance Summary

Alex delivered strong results in a year of organizational transition. Key strengths included strategic thinking, cross-functional collaboration, and customer-centric product prioritization. Improvement areas include delegation, executive communication clarity, and proactive stakeholder alignment.

Key Achievements

- Led launch of Version 3.0 platform, increasing customer retention by 18%.
- Reduced product cycle time by 22% through improved sprint planning.
- Rebuilt roadmap alignment process across Engineering, Sales, and Marketing.
- Mentored two senior PMs who were promoted during the review period.

Core Strengths

- Strategic thinking and long-term product vision.
- Strong analytical decision-making.
- High ownership and accountability.
- Builds trust across cross-functional partners.

Development Areas

- Improve delegation to senior team members.
- Increase executive presence in board-level presentations.
- Provide clearer written communication in strategy documents.
- Address conflict directly rather than delaying difficult conversations.

360 Feedback Themes

- Peers value Alex's calm demeanor during high-pressure situations.
- Team members appreciate clear product direction but desire more context behind decisions.
- Senior leadership wants more concise executive summaries.
- Stakeholders note occasional delays in cross-team communication.

Overall Rating

Exceeds Expectations