

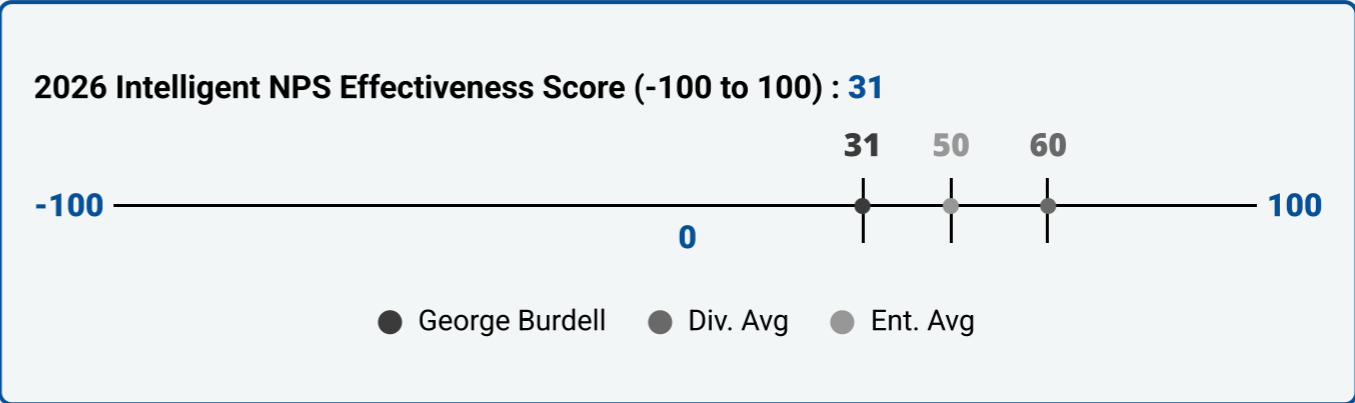
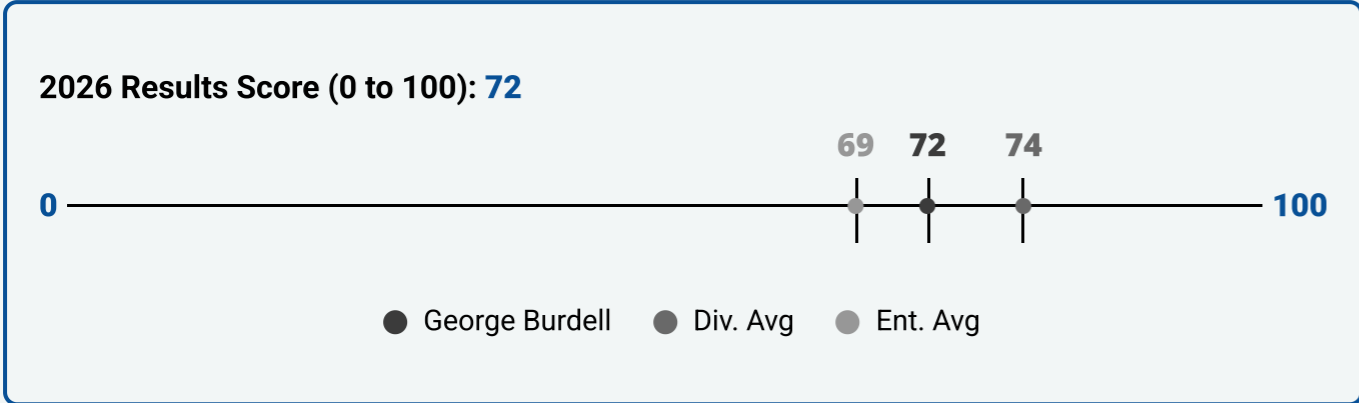
360 INTERVAL

George Burdell

Matt New Demo

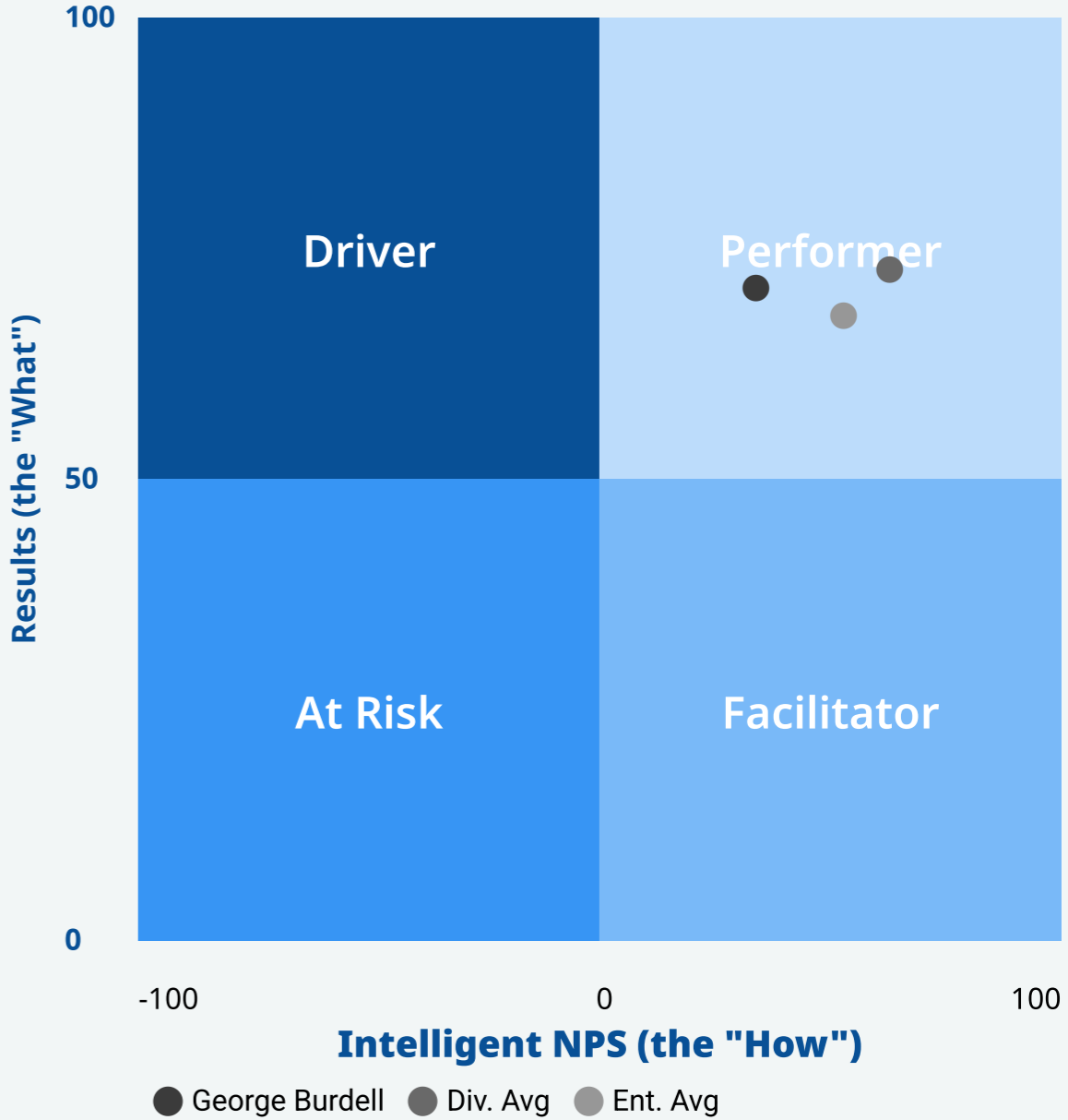
01-27-2026

Executive Overview



George Burdell, his organization and the broader enterprise all consistently deliver strong results and demonstrate effective, values-aligned leadership approaches. This suggests full alignment across individual, team, and organizational levels, characterized by a cohesive high-performance culture throughout.

This executive consistently delivers reliable outcomes through disciplined ownership, driving execution with analytical rigor and clear accountability that aligns operational decisions to business impact. He structures complex initiatives with clarity and elevates discussions by grounding them in data, establishing himself as a trusted expert in cross-functional settings. While internal collaboration within his team is strong, his advance of decisions without early inclusion of broader stakeholders has occasionally hindered cross-functional alignment and led to duplication of effort. His focus on delivery has yielded solid results but constrains bench strength development, as coaching and delegation of problem-solving to emerging leaders remain underleveraged. Overall, the leader demonstrates effective execution and values-aligned leadership but could amplify organizational influence and long-term impact by expanding collaboration, fostering talent development, and adopting a more strategic, inclusive leadership posture consistent with the enterprise's high-performance culture.



Top Leadership Strengths:

- > Openness to Feedback
- > Managing Complexity
- > Accountability

Overall Top Dev Opportunities:

- > Ruthless Prioritization
- > Talent Management
- > Influencing Others

Results Score Detail (The "What")



OKR 01: Launch an Insightful Customer Analytics Platform

- > Dashboard delivery
- > User adoption
- > Business intelligence

Manager Rating: 9
Weight: 1/4



OKR 04: Improve Cross-functional Collaboration

- > Internal teamwork
- > Alignment consistency
- > Avoid duplicated efforts

Manager Rating: 7
Weight: 1/4



OKR 02: Develop a Strong Leadership Pipeline

- > Promotion readiness
- > Talent coaching
- > Succession planning

Manager Rating: 5
Weight: 1/4



OKR 03: Achieve Revenue and Customer Retention Goals

- > Revenue attainment
- > Customer retention
- > Margin control

Manager Rating: 8
Weight: 1/4

Result Score

OKR 01 (9*1/4) + OKR 02 (5*1/4) + OKR 03 (8*1/4) + OKR 04 (7*1/4) * 10 = **72**

Manager Calibration

Hard Grader

Avg. Grader

Easy Grader

Manager Comments

- > OKR 01: Delivered on schedule, solid design, good business visibility; however, adoption is at 60% of target.
- > OKR 02: Promoted one strong performer but the second candidate stalled; focus on delivery over coaching limits bench depth.
- > OKR 03: Achieved 98% of goal in a tough year; customer retention and margin management helped offset challenges.
- > OKR 04: Effective internal collaboration but inconsistent cross-functional alignment; quicker moves can lead to duplicate efforts.

Analysis and Implications

The results score describing this executive's performance reflects capable operational management underscored by strong analytical rigor and accountability. He exhibits exceptional data-driven decision-making and delivers complex projects punctually with clear expectations, fostering reliability across his team and stakeholders. Manager feedback highlights solid individual execution with near-target revenue delivery and effective internal collaboration, though cross-functional alignment occasionally falters, contributing to redundancy. While manager and peer reflections concur on his technical expertise and structured approach, peers suggest a development opportunity exists in expanding coaching efforts to bolster bench strength and cultivating broader ownership through earlier engagement and empathetic communication. Overall, the executive manifests consistent delivery of core business outcomes supported by precise execution and analytic clarity, yet exhibits a more tactical than strategic orientation within the enterprise context.

Intelligent NPS Score Detail (The "How")

Sentiment Analysis

01. Peer's Sentiment:

Average Sentiment Score: 0.59

Overall peer sentiment for George Burdell is positive. George consistently demonstrates analytical rigor and financial acumen, grounding cross-functional discussions in data and linking operational decisions to margin and growth impacts, which advances enterprise priorities effectively. Both peers and direct reports affirm his reliability and accountability, noting that his timely delivery and ownership prevent project delays and foster business visibility. This reliability aligns seamlessly with direct reports' appreciation for his consistent execution under pressure. However, peers also encouraged George to enhance cross-functional alignment, broaden collaborative decision-making, and invest more in coaching high-potential talent.

02. Direct Report's Sentiment:

Average Sentiment Score: 0.62

Direct reports sentiment overall is positive with appreciation for his rigorous data-driven approach, analytical clarity, and consistent accountability in delivering high-quality results on time. Both peers and direct reports recognize his structured thinking and technical expertise, which enable him to break down complex challenges and maintain alignment on priorities during cross-functional efforts. While peers emphasize his reliability and clarity in communicating expectations, direct reports note his strong focus on outcomes over development discussions. Feedback from peers and direct reports aligns on his disciplined follow-through, though direct reports highlight opportunities to enhance long-term career growth conversations. However, opportunities for improvement were identified in broadening stakeholder alignment before advancing initiatives and fostering greater emphasis on talent development to sustain high performance.



Overall Intelligent NPS Score:

31

Score Calculation

Peer Intelligent NPS (28) + Direct Report Intelligent (32) / 2 = 31

28

Score Calculation

Peer Intelligent NPS Score:

32

Score Calculation

Direct Report Intelligent NPS Score:

Analysis and Implications

George Burdell's Intelligent NPS score reflects a data-driven, accountable leadership style that reliably delivers on commitments while grounding cross-functional discussions in analytical clarity. Peers and direct reports consistently highlight his financial acumen, evidenced by near-target revenue achievement and margin management, alongside clear communication and structured problem-solving that advance business visibility and operational prioritization. However, both groups identify shared development areas in enhancing early-stage collaboration, decisiveness with broader stakeholder inclusion, and increasing visibility beyond immediate team interactions. Manager feedback aligns with these themes, noting strong internal collaboration and dependable delivery yet highlighting limited cross-functional alignment and underdeveloped talent pipelines due to a focus on execution over coaching. This balance of strengths and development signals suggests George Burdell

Strengths and Development Summary of Recommendations

Overview



Top Leadership Strengths:

- > Openness to Feedback
- > Managing Complexity
- > Accountability



Overall Top Development Opportunities:

- > Ruthless Prioritization
- > Talent Management
- > Influencing Others

Strengths Overview:

George Burdell consistently demonstrates a data-driven approach that anchors cross-functional discussions in empirical evidence, enhancing decision quality and stakeholder confidence. Both peers and direct reports recognize his ability to impose structure on complex challenges, translating ambiguity into actionable plans that advance project objectives efficiently. His technical expertise remains a critical resource for troubleshooting and deep problem-solving, reinforcing team capability and operational resilience. Accountability represents a sustained leadership behavior for George Burdell; he reliably fulfills commitments without prompting, which stabilizes workflows and drives delivery across organizational boundaries. Collectively, these behaviors cultivate a culture of precision, dependability, and clarity that supports business performance and mitigates execution risk in dynamic environments.

Development Overview:

George Burdell has exhibited a pattern of engagement that constrains broader team development and cross-functional efficiency. His tendency to make significant decisions before involving key stakeholders limits early collaboration, which could otherwise streamline execution and reduce redundancies across functions. George's approach to talent management has emphasized direct problem-solving rather than coaching, restricting opportunities for high-potential employees to build ownership and decision-making skills. This dynamic risks underdeveloped bench strength and may hinder long-term succession planning. Additionally, George relies heavily on authority and data-driven rationale without sufficiently incorporating diverse perspectives or listening to contextual nuances, which can impede his influence in complex, stakeholder-rich environments. Enhancing his capacity to delegate decision rights and create space for team-led problem resolution would foster greater autonomy and morale. Addressing these areas would enable George Burdell to operate with enhanced strategic impact, accelerating organizational agility and extending his leadership effectiveness across multiple layers of the enterprise.