

Energy Exemplar Manager Assessment July 23, 2024

Robert Dirita

Personal
Job
Time Off
Emergency
Documents
Performance

Hire Date
Mar 1, 2024
0m - 2d

100620

Sales

EE US

North America

Manager
 Marc Olson
 Regional VP of Sales ...

Assessments: Jul 14, 2023 - Jul 13, 2024 | Xceed Mid-Year ...

Self Assessment
Completed: Jun 13, 2024, 9:56 AM by Robert Dirita

How well does Energy Exemplar recognize my value?
I feel I am highly valued.

What would have the greatest impact on my ability to do my best work more often?
Work that better fits my strengths.

What are some things I do well?
Understand Enterprise and Global account selling.
Coordination of team efforts and leadership.
Assertive in running cadences and providing feedback to my teammates.
Never forgetting a successful TEAM is always a sum of the parts.

How could I improve?
Understanding the sales culture here and what is expected from leadership vs technical side of the house.

What personal or professional growth opportunities would I like to explore?
Eventually being assigned as the Industry leader for a newly defined Federal-State & Local sales business unit.

What experience, project, or actions am I most proud of since the start of the year?
Selling a new deal in 30 days. Selling across a Major Enterprise Utility customer Net-new Plexos licenses, EIC Dataset to be used for Transmission analysis purposes.

Reflecting on the progress you have made on your Goals year to date, do you feel you are on track for success? If not, please share why and what you think you should consider doing differently.
Yes

Which of our company's values did you demonstrate well in the last few months? Please give example. (Customer Success, One Global Team, Integrity & Ownership, Innovation Excellence)
Customer success - Making Execs and Product Mgt aware of Plexos issues financially impacting Guidehouse. Called to action.
One Global Team: Working in lock-step with EU team on multiple accounts and use cases in first 60-Days.
Ownership of accounts and process: By pursuing accounts like DOE when they said NO. And securing High-level business meetings. Driving Net-new optys with USEA and Creating opportunities into the Commonwealth of Pennsylvania which was not even in our system

Did you receive the support or resources required to achieve your performance and career goals? If no, what would have helped you?
Define support.

Self rating score
5 - Top Performer
If my next 140 business days are like my first 90 (starting on March1) with 10-days out at SKO and Xcelerate, I expect to be on target to achieve my personal financial goals while retiring my quota in my first 10 mos. at Energy Exemplar.

Manager Assessment
Completed: Jul 23, 2024, 12:32 PM by Marc Olson

What are some things Robert does well?
A passionate sales professional with a dual hunter and farmer mentality, dedicated to closing deals with a strong team-oriented approach looking at the short and long term.

How could Robert improve?
Now that territories are set, please pass along any tasks that are not directly related to new or upsell opportunities. I do appreciate his willingness to help.

What personal or professional growth opportunities would I like Robert to explore?
Ensure he maintains a healthy work-life balance.

What experience, project, or actions has Robert completed since the start of the year that I'm proud of?
Robert joined the company about four months ago, set his mind on closing deals, successfully achieved that goal, and at the same time has gotten up to speed and has become a student of the energy business with the constantly learning mindset.

Reflecting on the progress Robert has made on their Goals year to date, do you feel they are track for success? If not, please share why and what you think they should consider doing differently.
Yes, Robert has achieved a great deal in a short time.

Which company value have you seen Robert emulating well in the last few months?
Robert embodies a blend of company core values such as Customer Focus, Innovation, and Integrity, with a particular emphasis Teamwork.

Do you feel that the Robert received the necessary support and resources to achieve their performance and career goals.
Yes, aside from the processes we need to implement as part of the company (such as CEII) to simplify operations in the field.

Manager rating score
5 - Top Performer