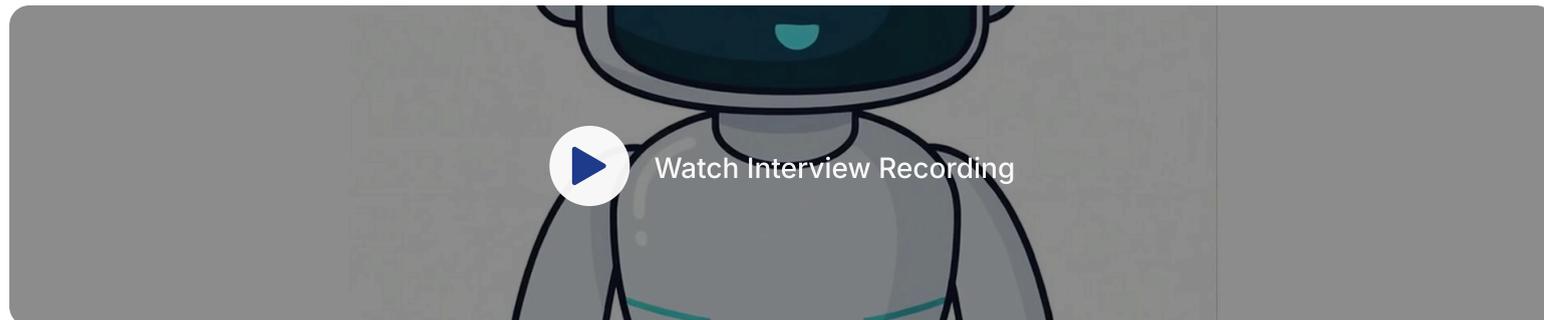


Morgan Ellis Graded
morgan.ellis@strategyco.com

ROLE
Chief of Staff

DATE
12 Mar 2026

TOTAL SCORE
84.2%



RECOMMENDATION: HIRE

Morgan showed strong operational instincts and clear communication skills. Particularly impressive on stakeholder management and board prep. Would benefit from more exposure to data-driven decision frameworks. Recommend advancing.

STRENGTHS

- + Excellent stakeholder management approach — always leads with context and recommendation
- + Practical project tracking system that balances visibility with low overhead
- + Strong board prep process with clear timeline and delegation

AREAS FOR IMPROVEMENT

- Could improve on using data and metrics to drive prioritization decisions
- Strategic planning answers were more reactive than proactive
- AI tool usage was mostly limited to summarization — could explore deeper applications

TOPIC PERFORMANCE

Project Tracking

87%

- + Lightweight async system, avoids overhead
- Didn't mention risk tracking

Stakeholder Mgmt

90%

- + Context-first approach, never surprises people
- Could discuss upward management more

Board Prep

82%

- + Clear 2-week timeline with rehearsal
- No mention of data room or follow-ups

Strategic Planning

78%

- + Good at framing trade-offs clearly
- Reactive rather than proactive approach

Internal Comms

84%

- + Knows when to go async vs live
- No mention of company-wide cadences

INTERVIEW TRANSCRIPT

Bot
Hey there, how are you? I'm your AI interviewer. Are you ready for the interview?

Morgan Ellis
Hi, I'm great, thanks. Excited to be here. Let's do it.

Bot
Let's start with project tracking. You've got three cross-team initiatives running at once — how do you keep them all moving without micromanaging?



Morgan Ellis

I set up a simple tracker — usually in Notion or a shared sheet — with owners, deadlines, and status for each workstream. Then I do a quick weekly check-in, async if possible, where each owner drops a one-liner update. I only jump into a live meeting if something's blocked. The key is making the system lightweight enough that people actually use it. If it feels like overhead, nobody updates it.



Bot

Are you using any AI tools to help with that?



Morgan Ellis

Yeah, I've started using AI to summarize Slack threads and meeting notes into action items. It saves a ton of time — instead of re-watching a recording or scrolling through a hundred messages, I get a quick list of who committed to what. I also use it to draft status updates from raw notes, which cuts my weekly reporting time in half.



Bot

Good. Let's talk about stakeholder management. Two VPs come to you with conflicting priorities — how do you handle that?



Morgan Ellis

First I try to understand what's actually driving each request. A lot of the time it's not really a conflict — they just don't have visibility into each other's timelines. So I'll get them in the same room, or just share context between them. If it's a real trade-off, I frame it clearly — here's option A, here's option B, here's what we lose with each — and bring it to the CEO with a recommendation. I never just escalate a problem without a suggested path forward.



Bot

How do you maintain those relationships when you're the one delivering bad news?



Morgan Ellis

Honestly, it's about being consistent and transparent. If I have to tell a VP their project is getting deprioritized, I explain the why and make sure they hear it from me first, not in a group setting. People are usually fine with tough calls as long as they feel respected and informed. The worst thing you can do is surprise someone.

Full transcript available in the non-demo report
