



2021 Mid-Year Check-In

Review Period 1/1/2021 - 6/30/2021



REVIEWER

George Baker III (Manager), Stephanie Sansone (HR Business Partner)

Ryan Klauder

Manager, BI
Job Code

Overview

Task Instructions

The mid-year performance review provides an opportunity for managers and employees to reflect on performance over the first half of the year and engage in discussion around where things have been going well and where opportunities for further development and improvement exist.

The review is intended to be brief but insightful to fuel thoughtful evaluation of performance from January 1, 2021 through June 30, 2021. Please follow each of the steps listed below providing thoughtful reflection while keeping comments brief and to the point.

Mid-Year Performance Review

Directions

Please answer the questions below. This section is intended to be a summary of performance over the first half of the year. It is recommended that answers be brief but thoughtful to provide the framework for the mid-year performance review discussion

What accomplishments are you most proud of from the first half of the year? In what areas do you feel you can continue to develop/improve?

Comments

Ryan Klauder (Self):

The accomplishments I am most proud of is having increased moral and team culture for the first half of the year while being able to turn into a data and analytics factory. Not only is the team extremely happy and motivated, but we have the processes in place to facilitate more advanced and meaningful work. When I was previously an IC Analyst, I was extremely frustrated with the lack of organization and structure around work along with a lack of requirements. We often went through many iterations due to constant scope change, however with our Intake process, Sprints, and Innovative Roadmap we are able to be set up for success. The last 2 months have been extremely rewarding as we have been able to work on foundational and strategic initiatives on our roadmap which was never possible when we were in Decision Support.

An area that I can develop and improve is to build more relationships and exposure to Senior Leaders. As Steve mentioned in his Transitioning to Management meeting, getting Executive exposure and building those relationships is something that should be prioritized which I have not been able to do, however this may change with the INTELL Portal rollout. Secondly, I need to learn better corporate navigation and networking, as seen with the recent conversation with Customer Intelligence and Insights. Additionally, I believe I need to do a better job of holding others accountable (more specifically Gopinath) when performance is not meeting expectations for certain deliverables. Lastly, I think I should push the envelope with our tech stack to prioritize continuous innovation.

George Baker III (Manager):



Ryan is making the transition from a top performer to a manager with his promotion to Business Intelligence Manager on 2/16/2021. As Steve Lucas says, 'making the transition from receiving trophies to giving them'. Ryan has all of the skillsets and aptitude to be a great leader and manager and is well on his way. The personal development he is looking for as a leader will naturally happen when he can shift his primary focus to team development and team recognition.

Some of the major accomplishments for Ryan in the first half of the year:

- BI Intake Process Optimization
- Talent Reporting & Analytics Automation
- Tableau Refresh Automation

In addition to these accomplishments Ryan has also been working hard on the front side to ensure quality requirements and performing peer review's on the back side of development to ensure quality work.

Ryan's performance meets expectations, although there are still numerous areas for improvement. In the second half of this year I would like Ryan to bring some of the ancillary work he does on the side into enterprise scalable and sustainable solutions or transition out of these activities. The other primary area of focus is to fully commit to the BI program and our roadmap.

Sign Off & Comments

Directions

Please sign off.

X RJK
Self

8/19/2021
Date

X George Baker III
Manager

7/21/2021
Date

Comments

Ryan Klauder (Self):

The first half of this year has been the most rewarding time of my tenure at iCIMS thus far. It has been challenging in different ways which has helped me grow professionally and I want to personally thank August for his leadership both individually and technically. He has helped me tremendously think more about Accuracy, Quality and Performance in our BI program as well as be People First.

Trending Rating

Directions



The Manager should provide a trending rating which reflects how the employee is progressing for 2021. This is meant to frame the conversation with the employee to understand whether or not they are on track. Managers: please select from the drop down the status that reflects current trending performance rating.

Please click on the question mark below to see the Mid-Year Review rating definitions.

Rating Scale

Rating	Description
Exceeding Expectations	Consistently meeting expectations and delivered significant and noteworthy results in SOME aspects of job responsibility. Contributions have a considerable impact on the Team/Department/Organization's goals (as applicable to the position level). Demonstrating initiative/extra effort towards many goals. Demonstrating excellence in most competencies and skills for the position.
Meeting Expectations	Delivering effective and reliable results in all areas of job responsibility. Positively contributing to the team's goals. Demonstrating initiative/extra effort towards some goals. Demonstrated proficiency in most competencies and the skills required for the position.
Sometimes Meeting Expectations	Delivering inconsistent results in some areas of job responsibility. Improvement is needed to bring performance to the level of contribution required for the role. Requires development that may include the benefit of experience, training and/or coaching with regard to achieving results and/or demonstrating proficiencies in competencies.

What is the employee's trending rating for mid-year 2021?

Reviewer	Rating
George Baker III (Manager)	Meeting Expectations

Summary

Overall Rating

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Ryan Klauder

Meets Expectations