



## Ryan Klauder

Product Analytics Manager

Performance

Documents

Performance

Assessment

### Manager



Joe Comer  
Sr. Manager - Busine...

### Direct Reports

- Sahana Asokan
- Hemingway He

Assessments



### Self Assessment

Completed: Jul 11, 2022, 9:56 AM by Ryan Klauder

How well does Chainalysis recognize my value?

**I sometimes feel valued.**

What would have the greatest impact on my ability to do my best work more often?

**Coworkers were more committed to doing great work.**

What are some things I do well?

Creative problem-solving  
Long-term vision  
Intellectual / crypto curiosity  
Analytical / Technical skills  
Being authentic

How could I improve?

Communication - within a completely new industry, I often find it difficult to accurately convey an analysis as I might not not all of the terms. With internal datasets, there is often conflict with definitions (eg transfers vs transactions or Address Screening vs Wallet Screening)

Leadership - I've spent my time at Chainalysis building a brand, relationships and informal leadership but I need to dedicate more time towards building strategic relationships.

In your opinion, what rating most accurately describes your performance over the past 6 months? Use the box below to explain why you have selected this rating.

**3 - Exceptional All Around**



### Manager Assessment

Completed: Jul 27, 2022, 7:25 PM by Joe Comer

What are some things Ryan does well?

Ryan continues to work hard to meet, and often exceeds expectations in his role, whether it be his core responsibilities, or being asked to pitch in areas outside of the core.

Ryan has done a great job pouring the foundation of the Product Analytics function at Chainalysis the last nine months: building stakeholder buy-in, Product Hierarchy, all-things Pendo, enabling PMs, user segmentation, dashboarding, roadmaps, etc. He understands how to take the highlights of his prior experiences and continually bring best practices to the direct team: instilling data driven mindsets, encouraging less fun but needed documentation, and developing others around him.

He's also done a wonderful job staying in-the-know across many teams outside of the R&D org, which I think speaks to both his crypto curiosity and understanding how to tie areas of the business together. During meetings he asks great questions, even in fairly unrelated monthly Financials reviews. Particularly over the last few months, I've seen Ryan increase his leadership by autonomously finding new analyses to take initiative on and show the ability to find the proper stakeholders to involve. To give specific examples, I think of the KYT Tx vs market / winter analysis and his work with KYT <-> Playbook. Thank you for your resourceful nature, as it has made for a great working relationship!

Thinking back to Ryan's first few months, I recall he had an immediate impact driving data insights in alignment reviews, building basic dashboards to unlock some of our first insights on the community features, and helping lead the data aggregation for our first ever F

I always try to do great work and think outside the box about burning questions that need answers. I feel my impact has been exceptional and look forward to mentoring others on similar paths.

OKRs. He also has shown great ability to drive insight on launched product features, inform development (e.g., graph sharing, kyt alert transfers rule).

To quote verbatim a few peers you had asked to get feedback from: "He's been awesome. Really, really exceptional. He's very proactive and plugged in" "Having these Pendo dashboards that consistently update and always work has been game changer" "F is great to have as a resource, plus I've seen him get closer to the engineer team and starting to cultivate relationships there"

#### How could Ryan improve?

Although there are no glaring areas that Ryan needs improve in, I will look to see over the next six months how he forms his team and further roots himself as analytics leader within the R&D org. As his team grows I'd look to see a running list of potential projects / analysis with stack ranking of projected impact to help us drive the most value within product analytics.

Ryan can make minor improvements by finding more ways to push insights to stakeholders, and lead these insights with recommendations rather than raw data. Although infrequent - and common for any data follower sometimes see time being spent overweight on the data analysis and aggregation and underweight on diving into details to explain trends and instill insight.

Ultimately this falls on me as a manager, but he can improve by collaborating more with Sahana on product analytics initiatives and work assignments. Hindsight 20-20 and know we are working out the structure right but I had expected there to be a stronger partnership from the onset led by Ryan.

To quote a few more peers: "As we evolve, I will like lean more on Ryan to give me recommendations on direction we should head. Also, it will be helpful to get on treasure hunts of user behavior"

Please select the rating which most accurately describes the performance of Ryan? Use the box below to explain why you have selected this rating.

#### 3 - Exceptional All Around

Ryan deserves the highest ranking as he has shown has the ability to perform at the manager level and I consistently exceeded expectations. Keep being a great mentor and let's continue to build the dream team!