



## William J. Ryan, Ph.D.

I bring the skills and techniques leaders, teams, and organizations can use to define and develop their talent pipeline while improving the performance of their current workforce using a range of tools and resources to foster collaboration and help their people succeed in a world of constant change.

## Contact me:

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Ryan Consulting, LLC includes a network of people passionate about developing and impacting talent through learning and performance solutions. Bill's background includes leading performance support and instructional design teams globally including government contracts (Department of Energy), high technology (IBM & Westinghouse), and health-related industries including home health care and insurance (Humana) and has served in positions as VP of Education/CLO, VP of Technology/CIO, and National Leader of Curriculum & Technology Solutions.

## Recent projects & work done

receive projects at work done	
Coaching & Strategic Planning	<ul> <li>On Plane Consulting, HR Services, providing LMS &amp; curriculum design consulting</li> <li>Steel manufacturer, Nucor-Yamata (NYS), developed a matrixed training team model</li> <li>NYS team &amp; matrix template for core skills &amp; competency by operational roles</li> <li>HR online learning modules using HR content and blended model w/web conferencing</li> <li>Fractional Learning Strategist (CLO) partnering and supporting organizations for growth</li> <li>Workforce Innovator supporting a global edu &amp; org initiative led by The Gen Lab</li> </ul>
Curriculum & Instructional Design	<ul> <li>NYS core curriculum standardizing crane operations &amp; training process across plant</li> <li>Clinical content developer, Catalyst Learning (CL), changed classroom to webinar modality</li> <li>Expanded CL assessment model to include national groups &amp; technology platforms</li> <li>Steel rebar, Harris Rebar (HR), consolidated leadership program for international plants</li> <li>Developed online training for clinicians serving NAS infants to improve outcomes</li> </ul>
Workshops	<ul> <li>NYS: Coaching at all levels centered on safety &amp; communication at all levels</li> <li>NYS: Operational assessment strategies focused on skills &amp; competencies</li> <li>Online: Backwards Design, Remote Leadership, Competency-based assessment</li> </ul>
Research	<ul> <li>California Community College system, options on virtual community college</li> <li>Tennessee workforce development, use of micro credentials to retain, upskill workforce</li> </ul>
	A full service process to create solutions that bring your team's

full-service process to create solutions that bring your team's talents & strengths out!



The process begins by listening to key stakeholders to gain a deep understanding of their challenges, needs, & expectations

for success.



forward.





This outlines the Together we develop strategic landscape the plan to engage your organization people addressing works in including the their needs & meeting culture, community, the business need from and the connections the functional to the needed to move organizational level.

The result is moving you forward to success aligning organizational processes, people, & purpose creating a competitive advantage.