

Is your business finding...

Bring on a Fractional Learning Strategist

What's that? It's a seasoned learning and development professional who supports your overall business goals within a range of agreed-upon hours and services that are adjusted to fit your needs and budget.

Challenges in leading & learning remotely?
Ways to innovate in this pandemic age?
Strategies to optimize workforce agility & performance?

Ryan Consulting offers a full-service means to creating solutions that enhance your team's talents & strengths!

More and more work has moved to the cloud -- calling for creative adaptations to the way your employees learn, communicate, and perform.

- Marketing, sales and operations have been turned upside down.
• Employees have moved off site -- often to other states.
• Your best people are no longer tied to a specific location. They can be recruited and leave for jobs anywhere in the country or world.
• Endless online meetings can be time sucks that drag down creativity and productivity just when creativity and productivity are needed most.

Manage learning as a strategic business tool!

Learn how to:

- Incorporate coaching, compassion and accountability into feedback loops that are vital to leadership at all levels in all locations.
• Apply new ways to effectively train and onboard in a blended world.
• Strategically insert learning into key workflow processes that support and enhance performance.
• Leverage your IP by enabling and inspiring innovation and productivity by actively engaging team mates remotely.

Technology is tool, not a business strategy!

The challenges

The solution

Table with 2 columns: What we do, WIIFU (What's in it for You). Content includes: Partner to strategize and optimize workforce agility and performance. Make you money, Save you money, Save you time.

Why Ryan Consulting

Ryan Consulting brings 30+ years of experience and a network of people who are passionate about developing and impacting talent through learning and performance solutions. From coaching, leadership, Human Performance Improvement, and online learning services we provide strategic solutions -- by project or retainer--that meet your cost and time needs.

Call 1.502.797.2479 or send email to bill@williamjryan.com for more information.





William J. Ryan, Ph.D.

I support clients in a variety of organizations and industries to:

- ✓ Close performance gaps.
- ✓ Optimize resources.
- ✓ Meet and exceed business goals by developing, engaging and retaining your workforce.

Case Studies

Manufacturing company facing a critical skills gap (*Talent pipeline*)

Challenge

Staffing gap with supervisors and mid-level managers beginning retirement and no candidates available.

Solution

Developed career pathing model to obtain technical skills and behavioral competencies to fill critical roles. Solutions ranged from internal training, job shadowing, stretch assignments, and collaboration with local community college. Resulted in reduction in open roles and time to hire from 90+ to <20 days.

Health Care organization experiencing high/crippling turnover (*Attrition*)

Challenge

Clinicians moving from individual contributor role to management role were leaving position <1 year.

Solution

Implemented in-depth onboarding model including a mentoring program to provide personalized support for technical training aligned to business calendar, blend of courses tailored to the new leader responsibilities, and cohorts to connect, coach, and collaborate. Attrition rates dropped 50%.

Clinical Start up (*Idea to implementation*)

Challenge

Taking research on an improved treatment of care program and deliver method to a national audience.

Solution

Designed and implemented curriculum model maximizing interactive design to assess and award continuing education credits nationally to clinicians blending web conferencing and learning management platforms with SSO services. Launched on time, on budget and supporting a growing base.

More examples at www.williamjryan.com

What clients say about Ryan Consulting, LLC

Bill Ryan is one of the most forward-thinking leaders in the industry. Bill walks the talk in diversity, creativity, and adult and child learning. **Karen Pile, Project Manager at United Parcel Services.**

I have had the pleasure of working with Bill on multiple company initiatives. His leadership and strategic solutions during these projects significantly enhanced our group's ability to deliver training content as well as more efficiently and effectively communicate. These technical solutions minimized the distance and time barriers we face as a dispersed work force. **Mark Devitt, Apex Home Health**

Bill's ability to design and deliver strategies that scaled across the Enterprise resulted in increased productivity and efficiency for our part of the organization. We had the opportunity to use several of the tools Bill and his team developed to enhance our operations – driving greater productivity and efficiency, which allowed us to more effectively design and deliver interventions to improve performance. **Steve Junion, Human-Centered Healthcare**

