



**Ryan Consulting**  
STRATEGIC LEARNING SOLUTIONS FOR PERFORMANCE SUCCESS, LLC

# Chief Listening Coach

Your organization's learning strategy starts with hearing your story first.

# A Listening Coach?



You're looking to take your team to the next level, but aren't quite sure how to get there. Maybe you sense problems like skills gaps, low engagement, or high turnover that are holding your people back from reaching their full potential. As a Chief Listening Coach, I specialize in uncovering the root issues you may not even realize are hindering performance and growth.

As your strategic partner, I'm here to roll up my sleeves and collaborate with you on aligning your talent development initiatives with the big-picture business strategy. Together, we'll be change agents, guiding your learning organization through transformations and designing innovative new models for how learning happens.



I'll be a trusted sounding board as we positively disrupt the status quo and explore fresh approaches. Drawing from my experiences facing similar challenges you're wrestling with now, I'll provide both strategic insights and practical advice to coach you along the way. My goal is to listen to you, be a true thought partner, understanding your unique context, and then work together to empower your people and move your organization forward.



I understand you're grappling with some big, hairy, audacious goals in this increasingly volatile, uncertain world. Reinventing learning products, adjusting for a mobile workforce, preparing for the future of work – these are all existential challenges facing learning leaders today.

But you don't have to go it alone. I'm ready to partner with you through these VUCA moments, rolling up my sleeves on meaty issues like creating a data strategy, building internal mobility structures, and rethinking the very design of your learning and talent teams.



Together, we can reimagine workspaces that promote learning in the flow of work and identify new talent pipelines through ecosystem partnerships. And of course, enhancing that all-important learning tech stack. My goal is to listen deeply to your unique situation and work as your supportive collaborator to future-proof your organization's greatest asset – your people.

## WIIFU

### What's in It for You!



Make you money

Increase your advantage by aligning the 3 P's:  
->Purpose ->People ->Process



Save you money

Maximize your investment in technology & people ensuring they work together efficiently & effectively



Save you Time

Minimize the distance & time barriers for your work force.



You have a partner to think, strategize, and optimize your workforce focused on your goals targeting talent agility and peak performance.

# The Building Blocks of a Learning Ecosystem

## Start with the end in mind



What is business success?



How is that success measured?



What is the organization's plan for growth?



What are the risks/opportunities the organization faces in achieving that plan?



What talent does the organization need to meet their plan? How can that talent be built - internally, externally, both?



What needs to change in order to support the growth plan of the organization?

## Learning and Talent Strategies Focused on Results

### Let's Ensure Your Strategy and Your Business Outcomes Are Aligned



Document was last saved: Just now

Establishing the Foundation	Professional Development	Performance Support	Data Driven Decision Making
<ul style="list-style-type: none"> <li>• New Hire</li> <li>• Training Programs</li> <li>• Onboarding Processes</li> <li>• Optimized Internal and External</li> <li>• Talent Pipelines</li> </ul>	<ul style="list-style-type: none"> <li>• Articulated</li> <li>• Career Pathways</li> <li>• Learning Paths for identified <u>careers</u></li> <li>• Ecosystem of learning partners to deliver professional <u>development</u></li> </ul>	<ul style="list-style-type: none"> <li>• Moment of Need Learning</li> <li>• Direct Impact to Business</li> </ul>	<ul style="list-style-type: none"> <li>• Analyzing and Measuring Individual performance</li> <li>• Analyzing and Measuring Group Performance</li> <li>• Analyzing and Measuring Enterprise Performance</li> </ul>

# Services Are Designed to Meet Your Budget and Moments of Need

Bronze	Silver	Gold
<p><b>Discovery</b></p> <ul style="list-style-type: none"> <li>Discovery survey/prework</li> <li>Discovery meetings (1-4 days) live or virtual</li> <li>Small focus sessions</li> </ul> <p><b>Analysis &amp; Recommendations</b></p> <ul style="list-style-type: none"> <li>Report development</li> <li>Draft report review</li> <li>Roadmap plan</li> </ul> <p><b>Strategic Plan with Implementation Options</b></p> <ul style="list-style-type: none"> <li>Presentation of Final Plan</li> </ul> <p><b>3-4 months</b></p>	<p>Everything in bronze, plus:</p> <p><b>Partner Planning</b></p> <ul style="list-style-type: none"> <li>Meet quarterly with team to monitor current plan &amp; begin review and assessment process.</li> </ul> <p><b>Cross Training</b></p> <ul style="list-style-type: none"> <li>Cross training opportunities with L&amp;D team on tools and techniques</li> </ul> <p><b>12-18 months</b></p>	<p>Everything in silver, plus:</p> <p><b>Talent Pipeline</b></p> <ul style="list-style-type: none"> <li>Work with leadership teams to develop career paths for internal talent development</li> </ul> <p><b>Talent Development</b></p> <ul style="list-style-type: none"> <li>Management of the learning ecosystem with third party content providers and educational institutions to support career pathways</li> </ul> <p><b>18-36 months</b></p>



[www.williamjryan.com](http://www.williamjryan.com)

[Bill@williamjryan.com](mailto:Bill@williamjryan.com)

502.797.2479

## I want to hear your story!

At the end of the day, my role is about clearing away roadblocks and giving your employees the support they need to grow, adapt, and increase their performance in meaningful ways. If this sounds like the solution you've been looking for, I'd love to start a conversation about how we can work together.

Click [here](#) to schedule time to talk together.

