

*Is your business experiencing...*

### **What is a Fractional Learning Strategist?**

A seasoned professional who ensures your company's training and development strategy supports your overall business goals. The difference is my business model allows me to work with you for a range of agreed upon hours that can be dynamically adjusted to the fit the engagement goals.

*An increase in customer complaints?  
A drop in quality or missed deadlines?  
Time spent hiring & onboarding that's not translating to higher performance?*

I support clients in a variety of industries and a career serving many different organizations. As your thought partner, we can explore a range of services that will close performance gaps and optimize your resources because this model is designed to be agile and flex with your priorities and support your growth and goals.

➤ Leadership & Strategic planning

- ✓ Review roles, job descriptions, and career path models to develop skilled talent pipelines.
- ✓ Strategic planning to blend technology and training design to sustain remote workers impacting engagement, performance support, and retention.
- ✓ Provide expertise on the application of learning models, new technology, & measurement strategies.

➤ Performance consulting

- ✓ Produce and lead development of cost-effective training & performance support solutions.
- ✓ Analyze and manage high performance learning programs and teams to distributed and remote workers.
- ✓ Review processes & identify solutions that may include training, job & support aids, or infrastructure issues such as ergonomics & supply chain constraints focused on supporting performance in the workflow.

➤ Coach/Mentor

- ✓ Training/L&D/HR teams in processes and tools to develop cost-effective learning & performance support programs balancing internal resources and external suppliers.
- ✓ Employees working with each other and as teams to create relationships focused on safety, performance improvements, and delivering strategic operational solutions.

***Ryan Consulting, LLC will help you develop, engage, and retain your workforce using learning strategically enabling you to grow your business. Call 502.797.2479 or send email to [bill@williamjryan.com](mailto:bill@williamjryan.com) for more information.***



### **William J. Ryan, Ph.D.**

*Developing high performing people through strategic learning and performance solutions.*

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.



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



LISTEN



DISCOVER



STRATEGIZE



TRANSFORM

The process begins by listening to key stakeholders to gain a deep understanding of their challenges, needs, and expectations for success.

This outlines the strategic landscape your organization works in including the culture, community, and the connections needed to move forward.

Together we develop the plan to engage people addressing their needs and meeting the business need from the functional to the organizational level.

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

## Case Studies

### Manufacturing company facing a critical skills gap

Challenge faced with staffing gap as supervisors and mid-level managers approached retirement. While training was the initial request, additional support resulted in a career pathing model to obtain the needed technical skills and behavioral competencies to fill critical roles. Solutions ranged from internal training, job shadowing, stretch assignments, and a cooperative connection with a local community college. Result was a reduction in open roles and time to hire dropped from 90+ to <20 days.

### Health Care organization experiencing high/crippling turnover

Challenge was high turnover as clinicians moved from caregiver and provider roles to management roles. Solution was an in-depth onboarding model that included technical training aligned to business calendar, a blend of custom and available courses tailored to the new responsibilities, and a mentoring program to provide personalized support. Attrition rates dropped in half.

### Clinical Start up

Startup supporting new treatment of substance exposed infants faced challenge in delivery options. Solutions included a curriculum development model that maximized interactive design to assess and award continuing education credits to clinicians, implementation of web conferencing and learning management platforms, and integration with IT services for reporting, registration, and payment process. Launched on time, on budget.

More examples at [www.williamjryan.com](http://www.williamjryan.com)



Ryan Consulting, LLC



STRATEGIC LEARNING SOLUTIONS FOR PERFORMANCE SUCCESS