

Ryan Ford

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Background Summary

Experienced leader with skills in global strategic planning, leadership development, organizational design and influencing Executives with a consultancy approach to business.

EDUCATION

B.S. Psychology
Concentration: Industrial-Organizational Psychology
Minor: Business Administration
Illinois State University, Normal, IL

HONORS

Invited to speak as a “Key Note Speaker” on Talent Management Strategies in the workforce for LOMA
Received the LOMA Excellence in Education award for work as a Primary Ed Rep for Principal
Invited to speak as a “Key Note Speaker” at the JAG National Conference on Employer Engagement
Two time recipient of JAG National Leadership Award (for work with “at-risk” youth)
Selected to Executive Board of Directors for iJAG (www.ijag.org)
Led a business and community engagement strategy that increased financial giving and volunteerism for iJAG in both Cargill and Principal by tying to the business strategies around community
Served as a Deputy on the Iowa Business Council representing Cargill
Selected Team Lead on Iowa Business Council (www.iowabusinesscouncil.org)
Recognized as lead developer of Cargill’s Leadership development program FOLT
Recognized as a co-lead in re-design of Cargill’s corporate Fundamentals of Management, High Performance Management and Performance Management Leadership programs
Received award for “Best Health Initiative Worldwide” for Guardian
Guardian Health Initiative recognized in FORBES magazine in 2008
Member of HR Team selected to receive Cargill’s award for Excellence in HR
Received “Best Practice” for Development & Implementation of Hiring Process for Cargill North America
Selected to PSI CHI: The National Honorary in Psychology

WORK HISTORY

Assistant Director of Client Relations - USIS

Principal Financial Group - Des Moines, IA December 2013 - Present

- Provide strategic leadership in leading the employee development & training team and the escalated requests, complaint handling, litigation and legal review teams
- Actively coach and develop employees and the leadership team
- Lead strategy around employee empowerment and engagement
- Lead strategy around building a relationship management focus in partnership with our Advisors
- Lead organizational design efforts by partnering with leadership in ensuring the proper structure is developed and in place to deliver on business objectives
- Developed and implemented the Total Talent Management process in Life Admin and New Business/Underwriting for competency gap analysis, organizational design review and succession planning

HR Business Partner - USIS

Principal Financial Group - Des Moines, IA June 2012 – December 2013

- Provide strategic HR leadership, aligning HR and business strategy, for the Individual Life, NQ and USIS Finance businesses
- Actively coach and advise the leadership team (including the VP’s, AVPS’s and Directors)
- Led strategy around introduction and utilization of 9-Box Talent Talk
- Lead organizational design efforts by partnering with leadership in ensuring the proper structure is

developed and in place to deliver on business goals

- Developed and implemented the Total Talent Management process in USIS for competency gap analysis, organizational design review and succession planning
- Coach and advise leaders through organizational and individual change management
- Coach and advise managers on people management, people assessment & performance issues
- Developed and lead Individual Life's "Business Owned Diversity Strategy"
- Developed core leadership development class offerings in partnership with ER and Development
- On the Core Team for the Global Talent Management project
- On the Core Team for the Leadership Development Roadmap project

Global HR Manager

Compressor Controls Corporation - Des Moines, IA December 2010 – June 2012

- Provided strategic HR leadership, aligning HR and business strategy, for the business (400 employees)
- Led 2 Global Recruiters, a Learning & Development Specialist and 2 HR Administrators
- Actively coached and advised the leadership team (including the President, VP's and Directors)
- Directed HR management of locations in the US, Canada, Brazil, UK, Russia, Italy, Netherlands, UAE, Beijing, Singapore and Australia
- Led strategy around introduction and utilization of 9-Box Talent Talk
- Led organizational design efforts by partnering with leadership.
- Led Merger & Acquisition work for two new ventures
- Coached and advised leaders through organizational and individual change management
- Coached and advised managers on people management, people assessment & performance issues
- Forecasted people requirements to support strategic business objectives. Includes succession planning, leadership development, long and short term staffing plans and expatriate planning
- Successfully created and implemented a leadership training program applied across all departments globally to include Communication, Dealing with Conflict, Customer Service, Strategic Business Thinking, Change Management and Performance Management.

Global HR Manager for ITSB -- GNS, GIHS, Finance & Strategic Initiatives

Cargill, Inc. - Hopkins, MN December 2009 – December 2010

- Provided strategic HR leadership, aligning HR and business strategy, for the global Network, Hosting, Finance and Strategic Initiatives teams in IT Services for Business (1,000 employees)
- Led HR Generalists in North America, Latin America, UK and Asia Pacific
- Led communication with European Works Councils
- Actively coached and advised the ITSB Senior Leadership team to include executive coaching sessions
- Led organizational design efforts by partnering with the global ITSB leadership team
- Coached and advised managers on people management, people assessment & performance issues
- Managed employment and labor law concerns globally to include relationship management with the European Works Council and Federal, Country and Regional legal compliance
- Led the salary planning administration and implementation for ITSB globally. Includes base salary administration, incentive target setting, and incentive and options grant process
- Forecasted people requirements to support ITSB's strategic business objectives. Includes succession planning, leadership development, long and short term staffing plans and expatriate planning
- Successfully led two organization redesigns

Midwest Regional HR Manager – Grain & Oilseeds

Cargill, Inc. - Des Moines, IA June 2007 – December 2009

- HR Manager for 8 Soybean Crush facilities, 2 Biodiesel facilities, 3 Merchandising offices and 2 Regional Finance teams
- Responsible for direction of work for 10 location HR Generalists across the region
- Business Partner/Employee Relations - worked with location management and HR team to establish proactive strategies to facilitate employee engagement
- Utilized performance management tools and coaching of managers to develop strategies to support demonstration of competencies on the job and evaluate effectiveness
- Talent Management - worked with appropriate HR Services to source, recruit and succession plan for various trading and functional positions
- Learning and Development Leader for the North America Business Unit (3,000 employees)

- Owner of the HR Budget for North America (\$4.5 million)
- Developed HR and Work Comp Scorecard for North American Business Unit
- Led implementation of FOLT (Fundamentals of Leadership Training) pilot designed to teach fundamental leadership skills to hourly production employees with potential to be Supervisors
- Lead for Union Contract negotiations for Midwest facilities (negotiated contracts with Tobacco & Confectionary Unions (3) and Teamsters (2))
- Responsible for contract interpretation, amendments, policy application and coaching of managers
- Developed and implemented Performance Management training for New Supervisors training program

Production Shift Manager

Guardian Industries -- DeWitt, IA August 2006 – June 2007

- Led 7 Production Supervisors and up to 80 Production Employees (Raw Line, Tempering & Mirror production, Shipping and Maintenance)
- Created and implemented a Behavior Based Safety Observation Program
- Co-Developed and Implemented new employee review system
- Developed Supervisors for future leadership roles of higher responsibility
- Developed cross training program for the production workforce
- Assistant Plant ERT Chief (Emergency Response Team)

Assistant Human Resources Manager

Guardian Industries -- DeWitt, IA June 2004 – August 2006

- Led 1 Administrative staff member and the Lead Facility Trainer
- Recruitment, Interviewing & Hiring for Exempt Jobs & Maintenance
- Consult North American Plants on Implementation of Health Program
- Legal Compliance (Workers Comp, OSHA, FMLA, EEO, Title VII, & ADA)
- Development and implementation of Lean Manufacturing Training
- Development and implementation of New Supervisor Training
- Development and implementation of Hourly Training
- Development and implementation of Corporate HealthGuard Program
- Development of Corporate Recruiting for North America
- Coordination and creation of College Internship Program

Assistant Human Resource Manager

Cargill -- Dodge City, KS, May 2002 – June 2004

- Led Employment Manager and 5 Administrative staff members
- Legal Compliance (Work Comp, OSHA, FMLA, EEO, Title VII, & ADA)
- Contact for Employee Investigations & Discipline
- Contact for UFCW Union at the location (2,800 person facility)
- Primary contact for 1st, 2nd and 3rd steps of the grievance process
- Conduct 2-day New Supervisor Orientation Training
- Contact for EEOC Claims
- Coordination of College Internship Program

Human Resources Representative

Cargill -- Dodge City, KS, May 2001 – May 2002

- Responsible for staffing plant of 2,800
- Led 1 Administrative staff member

SKILLS

Series 6 Certified, 9-Box Talent Talks Certified, Certified DiSC Trainer, CIR Certified, Microsoft Office Suite, TIPS certified in Peer Mediation, trained in 7 Habits, Hazmat Responder, limited Spanish and Italian.

VOLUNTEER SERVICE

Serve as a volunteer for iJAG (Iowa Jobs for America's Graduates) for the last 8-years

Children's School Teacher for local Church

Bethel Missions (homeless shelter in Des Moines)

Watch Dog program at local school