



RYAN WHITLOCK

Practice Director of Human Capital
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[VCARD](#) | [LINKEDIN](#)

Ryan is an experienced HR professional with over 20 years of experience in building teams, driving company culture, developing key metrics, and creating an employee experience centered around the company's mission, vision, and values. He is well-versed in thoughtfully scaling startups and establishing best practices and systems for recruiting, benefits, employee development, internal communication, and building culture. His experience building out HR departments gives him the ability to manage and deliver a high volume of diverse work and consistently improve the employee experience while influencing company-wide adoption of new initiatives while still achieving company goals.

Ryan began his career in talent management in the hospitality industry and then transitioned into a strategic business partner as the head of HR for a high-growth, educational services startup with 70 members across 16 states. In his most recent role before transitioning into consulting, Ryan served as the Chief People Officer for a highly regarded energy distribution, retail, and solar provider in the Mid-Atlantic region. During his tenure, he served as a business partner to the President/CEO and oversaw a variety of functions from recruiting, onboarding, benefits, people operations, and employee engagements.

FUNCTION & SPECIALIZATION

- Organizational development
- Talent development
- Legal compliance
- Benefits administration
- People operations
- Culture and employee engagement
- Talent Acquisition
- Mergers and acquisitions

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Tiger Fuel Company
- Potomac Family Dining Group
- benRyan. LLC
- Teachstone Training
- Applebee's Services Inc.

EDUCATION, LICENSES & CERTIFICATIONS

- B.A., Interdisciplinary Studies in Social Science & " HR and Society, Michigan State University
- SHRM-SCP