

# WENDY RYAN

Author | Speaker | Leadership Expert | Angel Investor

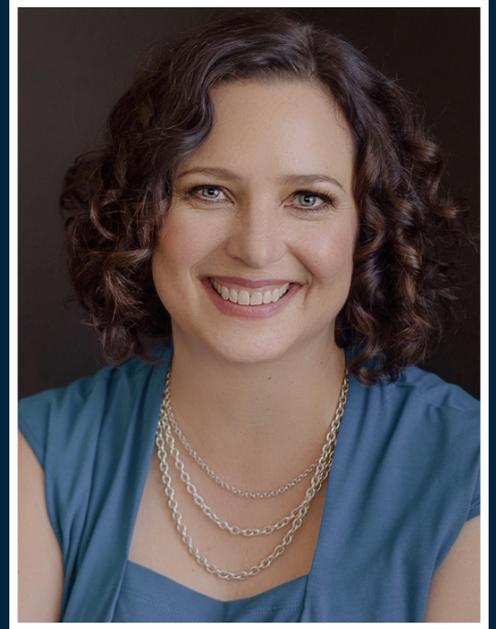
## ABOUT WENDY

Wendy Ryan is the CEO of Kadabra based in Silicon Valley. A strategic advisor to board members and CEOs and an angel investor, Wendy is an expert on leadership and gender issues in the workplace, and is a sought after mentor for rising talent – including other consultants and consulting firms.

With over 25 years of combined experience in human resources, organizational development, non-profit leadership and executive coaching, Wendy has worked with hundreds of individuals and organizations. Throughout her career, Wendy's outstanding ability to build trust and rapport with diverse audiences, and her agility in assessing and engaging individuals and groups from "where they are" has facilitated breakthroughs and business results. As a speaker, her natural warmth and humor captivates her audience and her intellect challenges their assumptions about what is possible for us to achieve individually and collectively.

In her consulting work, Wendy customizes research-based best practices to work with each client's unique culture and business model. She is an expert in organizational and individual assessments, leadership development, strategic visioning and implementing organizational change. Wendy also understands the dynamics of entrepreneurship, venture capital and private equity funding and seamlessly integrates those dynamics into her work for the benefit of her clients.

Wendy holds a Master's Degree in Human Resources and Organizational Development from the University of San Francisco in addition to a post-graduate Certificate in Management and Innovation from Bentley College and dual Bachelor's Degrees in Psychology and Spanish from the University of California at Davis.



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**"You were fabulous! What a great, approachable, beautiful style you have."**

**–Nancy Kazdan,  
Founder and CEO  
Market Share International**

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## SPEECH TOPICS

### Learn – Lead – Lift: How to Think, Act and Inspire Your Way to Greatness

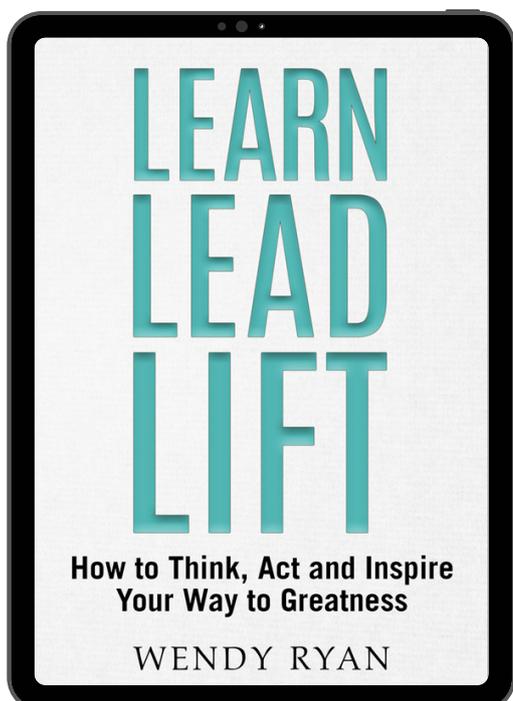
In this interactive session, Wendy takes us on a journey to reimagine leadership inspired by the actual experiences of real people – including celebrities and non-celebrities, athletes, artists, investors, government leaders, first responders, executives, teachers, parents, consultants, HR practitioners and social justice advocates. Sometimes awkward, often funny, deeply poignant, and uplifting are the lessons that Wendy recalls for us. From her work as an executive coach helping leaders transform themselves, their teams and their organizations, Wendy also shares hard-won personal insights spanning more than two decades. Through the lens of putting people first, adapting to VUCA-style change, and anchoring to authenticity, the audience will:

- Be introduced to the mindsets, skillsets and behaviors that define great leadership.
- Identify the barriers or derailers that are holding them back from being a great leader and learn how to overcome them.
- Create an action plan to elevate their leadership and identify the resources they will need to execute it.

### Breaking Unconscious Bias: The Key To Doing Business Better

“Challenging, humorous and profound” describes the participants’ experience of this provocative session. Starting with the premise that unconscious bias is humankind’s universal inheritance, Wendy navigates the audience through the web of unearned privilege, intersectionality, and other complex phenomena that shape the diverse experiences of people working in organizations today. Elevating people’s awareness around their biases and eliciting their empathy for “others” is only the first step toward sustaining success in a changing world. Leaders and organizations who go further to mitigate the negative impacts of bias reap tremendous advantages over those who do not. In a safe and supportive environment for self-discovery and candid dialogue, the audience will:

- Discover the neuroscience behind our biases based on the latest research and thinking.
- Understand the impact of unconscious bias on individuals, teams and organizations.
- Be prepared to Implement practical strategies for mitigating unconscious bias with tools and resources they can start using today.



**“Wendy Ryan is by her very nature a problem solver. She uses deep intelligence and knowledge of human principles, coupled with compassionate listening, to make her clients feel perfectly understood. Her approach and guidance is creative and practical at the same time, all while being scaled appropriately to the problem. I’ve partnered with Wendy numerous times and each time her advice is cogent and spot-on. She offers realistic implementation approaches that are perfectly suited to the desired outcome and takes into account the cultural norms of the company. Her work is extremely high quality, and no ‘ask’ is too small when she’s taken on a project. I can’t wait to work with Wendy again!”**

**–Stacey Porter, VP People Operations and Strategy  
Outset Medical**

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### **Self-Awareness: Step One To Owning Your Impact**

Strengths, Blind spots, Areas of Opportunity – we know we have them, but how do we figure out which ones really matter and how to deal with them? Guiding us through the maze of online assessments, self-help books, classes and coaching programs is leadership development expert, Wendy Ryan. Whether their ultimate goal is to become a better leader, co-worker, citizen, family member or all of the above, participants will experience a unique approach to strengthening their self-awareness in this eye-opening and highly interactive session. Your audience will:

- Learn to identify their goals for increasing self-awareness and create a personal action plan to achieve them.
- Be introduced to various tools and resources they can leverage along the journey.
- Practice a proven technique for increasing self-awareness in just 5 minutes a day.
- Get access to the Everything DiSC Workplace Profile® assessment to create their own accelerator as they continue the journey.

**“Wendy Ryan has been a godsend to our school! She has provided coaching and training in the areas of leadership, change management, strategic planning and sustainability research. From working with teachers to board members, Wendy is able to tailor the scope of consultation to meet the immediate needs and to promote future growth. Whether the scope is broad – positioning for growth through culture change, or narrow leadership development for individuals, the results have been remarkable. Timely, responsive, adaptable, a step ahead of you and with a sense of humor, Wendy is a superb speaker and leader in her profession.”**

**–Mary Beth Riley, Principal  
Notre Dame San Jose**

**\*All presentations will be tailored to your audience.**