



Ryan Ross
Vice President,
Global Alliances

Leadership assessment and
development

Talent Management

Succession planning

Selection program
implementation

Ryan has more than 20 years of experience across a wide range of industries. He has worked in numerous practices at Hogan over the last 14 years including the selection and development practices, as well as working with Hogan's strategic alliances and partners around the world. Ryan has developed and implemented large scale, multi-level selection programs domestically and internationally, consulted with organizations on selecting people into new jobs, and on the use of personality based and future oriented job analysis. Ryan also has vast experience in validating and defending the use of personality assessments in the pre-employment context.

Ryan's experience also encompasses leadership development, talent management, and succession planning projects. Considered an expert on leadership derailment and the use of assessments to help identify potential points of failure in current and future leaders, Ryan frequently speaks at conferences and invited sessions on the topic of Strategic Self Awareness. Practically, Ryan has experience integrating Hogan's tools into various development programs at all levels of the organization, including the integration of data into larger development and succession planning processes.

Ryan received a Masters in Clinical Psychology from Baylor University and a Masters in Industrial / Organizational Psychology from the University of Tulsa. Prior to joining Hogan Ryan served as a clinical director for a private practice, as Personnel Director for Belmont Construction and as a case worker for the Texas Department of Corrections. Ryan is a member of the American Psychological Association, Society of Industrial Organizational Psychology, and the past Chair of the Association of Test Publishers I/O Division.



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