

MARY CLAIRE RYAN

Mary Claire Ryan Principal, Riviera Advisors, Inc.

Mary Claire Ryan is an accomplished consultant grounded in Human Resources. She has significant experience in the disciplines of recruitment, organizational and strategic planning, employee relations, change management, training, regulatory issues, safety, and staffing management in both union and non-union environments.

Prior to consulting and joining Riviera Advisors in 2005, Mary Claire led Abbott Laboratories' Talent Acquisition Organization and was instrumental in engineering a new recruitment and sourcing organizational model. As Director, Global Executive Search and Diversity Staffing, she was responsible for all sources of hire for the company, as well as executive search activities. While at Abbott, she has established a team of 10 search consultants focused on key strategic staffing issues. Mary Claire introduced a variety of new and innovative sourcing strategies that were key in improving Abbott's global Talent Acquisition capabilities. Just prior to Abbott Laboratories, Mary Claire was a part of Agency.com, leading global recruiting for this global e-business builder which provided interactive solutions. As Executive Vice President of Global Recruiting, she leveraged significant recruitment knowledge in Europe and assisted with the company's global expansion and mergers/acquisitions. Mary Claire personally recruited some key personnel throughout the world for the company. Subsequent to Agency.com, Mary Claire spent many years at KPMG Consulting. In her role as National Director, Staffing, she managed and led the complex US recruitment function, hiring approximately 10,000 people per year with 200 professionals in her department. Other roles at KPMG included National Director-Human Resource, National Director-Tax, and National Director-US Staffing. Mary Claire's diverse experiences in the past also included key human resource and recruitment leadership roles at Swiss Bank Corporation, the Chicago Sun-Times, Morton-Thiokol, and American Hospital Supply. As a consultant, Mary Claire spent several years at Grant-Thornton, developing and managing their human resource consulting practice.

An internationally renowned speaker and authority on staffing and recruitment issues. In 2004, Mary Claire was awarded the "Staffing Professional of the Year" by the Chicago Employment Management Association. Mary Claire served on the Board of Directors of the Staffing Management Association of Greater Chicago from 2005 to 2006, and has been a member of the Society for Human Resources Management (SHRM) since 1979. Mary Claire received her Bachelor's Degree in Psychology from Barat College of DePaul University and holds certification as a Certified Internet Recruiter (CIR) and as a Certified Diversity Recruiter (CDR). Mary Claire is based in Chicago, Illinois.



RIVIERA ADVISORS

(800) 635-9063

www.RivieraAdvisors.com

Riviera Advisors is a proud member of



www.ashertalent.com