



MEET

*Cyndi Ramirez Ryan*

Vice President of Human Resources & Diversity, Equity and Inclusion



# DIRECTED ACTION

LEADERSHIP THROUGH STRATEGIC TRANSFORMATION

## Cyndi Ramirez Ryan

Vice President of Human Resources & Diversity, Equity and Inclusion

Cyndi brings a unique seasoned background in Human Resources and Diversity, Equity, & Inclusion (DE&I) thought leadership. Her corporate experience as a former Head of HR and Chief Diversity, Equity & Inclusion Officer across a variety of industries positions her to share her insight and craft solutions that uniquely fill business needs.

She has implemented transformational programs and outcomes in the HR and D&I field, and, today, remains a sought-after global thought leader on Diversity & Inclusion and Global Talent Management trends, best practices, strategies, and solutions. Through her corporate experience, Cyndi led all functional areas of human resources and Diversity, Equity and Inclusion, facilitated C-level executive succession planning, managed executive searches, and developed innovative talent strategies to attract high performing diverse talent.

Additionally, Cyndi has a developed expertise in HR and DE&I Transformation, conducting Organizational Assessments, leading merger & acquisitions integrations, coaching diverse and high potential talent, and facilitating leadership development. She has led initiatives to enhance organizational cultures, engage employees and to gain organizational recognition as best places to work.

Previously, Ms. Ramirez Ryan served in several highly visible executive roles with Baylor Scott & White Healthcare, GEICO Direct Insurance, and Philips Medical. She holds an MBA from the University of Dallas and a BBA from Texas Woman's University, both specializing in human resources management. She served as an Executive Coach & Advisor to the SMU Cox School of Business partnership with the Corporate Executive Development Program, is a certified Senior Professional in Human Resources and is a member of several professional organizations.

In 2011, the National Diversity Council named Cyndi as one of the Most Powerful & Influential Women in Texas. Cyndi and her family are based in the Dallas/Fort Worth area.

### CERTIFICATIONS

#### NAISC CODES

541600 Management Consulting  
541200 Accounting Services  
541612 HR Consulting  
541618 Other Consulting  
561400 Support Services

#### CLASSIFICATIONS

TI 20-2699019  
DUNS # 061137820  
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"Directed Action understands our company, values, and goals. My first call is always to Directed Action for large projects and more complex transformations. They always get results and consistently manage our risks."  
Jonk Kennelly GVP, Toyota

*Founded in 2005, Directed Action, Inc. supports C-level executives on their most critical projects. We partner with our clients to enable, support and achieve strategic transformation. We work best as enablers and guides, supplementing client teams. We provide direction and leadership to navigate challenges in a changing organization.*

Directed Action is a Woman-Owned Company



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