

RONALD V. BRYANT

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SUMMARY

Accomplished management consultant with excellent results providing services to large, complex accounts for Fortune 500 companies. Proven strategic leader with high integrity and a passion for excellence and building winning teams. Easily builds trusted relationships with clients, resulting in strong business partnerships. Experience and success in both the for-profit and not-for-profit markets.

- Leadership and management
- Client relationship development
- Team building and mentoring
- Results-focused communication

EXPERIENCE

Vantage Point Associates, Inc. – Hoffman Estates, IL

April 2018 – Present

Founder, CEO and Consultant

International Teams, Elgin, IL

October 2010 – April 2018

Executive Vice President – Chief Operating Officer, Chief Financial Officer, and Chief-of-Staff

Oversee international operations with a budget of \$12M. Also serve as senior advisor to the President/CEO. Provide financial leadership. The responsibilities of these roles are vast with what follows just a representative sample of the impact in these roles.

- Helped shape the new direction of the organization through consultation with the President and the creation of a strategic plan to align the organization with the new vision.
- Designed a new organizational structure to meet the needs of the new direction.
- Created annual goals and for Ministry Support staff and a quarterly review process on goals and budget.
- Created a new leadership structure to better deliver on organizational priorities within and across departments.
- Aided in the design and rollout of a new fundraising tool created around projects and programs rather than individual workers.
- Provide significant strategic support into fundraising efforts like the President's Weekend for major donors.
- Work with our board of directors on all governance issues, including setting the agenda for the board meetings.
- Provide leadership, accountability, and engagement of leadership on financials. This includes annual budgeting, quarterly forecasting, and monthly internal financial reporting. Recognized by financial partners as a leader in the financial space among nonprofits.

Hewitt Associates, Lincolnshire, IL

December 2004 - October 2008

Principal, Account Executive

Provided account leadership for one of Hewitt's largest clients including multi-process HRO and consulting services with annual revenues of over \$10M. Responsibilities included overseeing the

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implementation of HRO, expanding the relationship, creating a client who could be used as a reference, and ongoing management of the P&L.

- Selected to provide overall leadership of the MPHRO implementation; this was the only initial MPHRO client on Hewitt's proprietary systems to go live on time.
- Built a cross-practice leadership team that increased the consulting revenue from \$0 to nearly \$1M in the first year of the relationship.
- Developed relationships from the SVP HR to the HR managers, providing a strong foundation for the client relationship during post-implementation challenges.
- Re-negotiated the administration contract, resulting in increased operating margins, less risk in the financial model, and the removal of some administratively challenging provisions, all while keeping the relationships strong.
- Aggressively addressed a serious relationship issue with the main administrative contact, making improvement in the relationship with this contact and significantly increasing trust with the SVP HR.

Hewitt Associates, Lincolnshire, IL

September 2002 - November 2004

Client Manager

Provided overall account management for a portfolio of benefits administration clients. Responsibilities included financial management, operations oversight, building client relationships, leading integrated teams of administrative and consulting resources, and negotiating contracts.

- Implemented a new change order process, significantly increasing project revenue and making future project discussions more productive.
- Recognized for successfully managing a client contact who was a client, a competitor, and a service provider to Hewitt.
- Provided leadership to associates on my teams as Hewitt adjusted to being a public company, such as implementing more frequent and detailed financial reporting to senior management.

Hewitt Associates, Lincolnshire, IL

July 1995 - August 2002

Partner, Engagement Manager

Responsible for overall management of the administrative relationship for Hewitt's flagship administration client, leading a team of about 600 associates. Responsibilities included financial management, operations oversight, developing client relationships, selling administration services, and building relationships with the consulting practices to create integrated offers.

- Created and led a full-blown re-engineering process, considerably changing the delivery model and removing \$10M from annual direct cost.
- Known for facilitating efficiency in account management and building very strong relationships, as demonstrated by the ability to negotiate an extensive contract for all administrative services in three days.
- Co-led a winning effort to sell administrative services to the resulting organization after a merger that more than doubled the size of the original client.
- Created and sponsored team specific incentive programs, resulting in a highly engaged team and a relatively low turnover rate.

Hewitt Associates, Lincolnshire, IL

September 1986 - June 1995

Pension Administration Consultant

Managed numerous client accounts, providing a wide range of services including: programming pension systems, doing benefit calculations, completing government filings, writing benefit administration manuals, and conducting client training.

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- Took over management of a very large client implementation that was in danger of not being completed. Turned the process around and successfully implemented the first mainframe application for a system built for the PC, and it was done on time.
- Leveraged the development of the mainframe system by “cloning” it for companies that broke off from a holding company, keeping set up costs very low and generating significant ongoing revenue from new clients.

Hewitt Associates, Lincolnshire, IL

February 1982 - August 1986

Actuarial Assistant

Responsibilities included cleaning up valuation data, running valuation programs, performing gain/loss analysis, and writing actuarial valuation reports.

EDUCATION

B.S. Mathematics, Wheaton College, Wheaton, IL

PROFESSIONAL DEVELOPMENT AND TRAINING

Certified Novations Trainer
Miller Heimann Sales Training Alumnus
Certified Coach in Professional DynaMetric Programs® (PDP®)