EXECUTIVE PORTFOLIO

Ryan O’Malley

J.D.

Trusted advisor for people, risk, and consequential business decisions



CHICAGO METROPOLITAN AREA

EXECUTIVE PROFILE

Judgment that makes complexity usable

Ryan helps organizations make confident business decisions by cutting through complexity.

> His legal career demonstrates a broader business capability: absorbing technical information, identifying the issue beneath the noise, and guiding people toward a practical decision.

WHAT STAKEHOLDERS CAN EXPECT

Sound assessment	A disciplined reading of evidence, exposure, and constraints.
Practical translation	Technical and regulatory information converted into clear guidance.
Decision support	Options made visible so leaders can move forward with confidence.



PROFESSIONAL DIRECTION

A focused move into people and risk work

Ryan's direction is specific enough to guide decisions and broad enough to recognize strong adjacent opportunities.

PRIMARY DIRECTION	**HR Business Partner and People Operations**
STRONG IMMEDIATE BRIDGE	**Employee Relations and People Risk**
ADJACENT DIRECTION	**Risk and Compliance**

MARKET EVIDENCE

Employee Relations is the strongest immediate bridge because employers can readily recognize the value of Ryan's investigations, workplace-claim advising, conflict navigation, risk judgment, and stakeholder guidance.



ADVISORY CAPABILITIES

The work behind confident decisions

Ryan's value is not legal knowledge alone. It is the judgment and communication that make complex information useful to decision-makers.

Stakeholder partnership

Builds trust across competing priorities and professional perspectives.

Risk assessment

Evaluates evidence, exposure, constraints, and available choices.

Regulatory interpretation

Translates technical requirements into guidance people can apply.

Conflict navigation

Keeps difficult matters moving without losing rigor or relationships.

Negotiation

Balances risk, timing, interests, and resolution strategy.

Strategic decision support

Clarifies what matters, what the options are, and what should happen next.

Evidence in practice

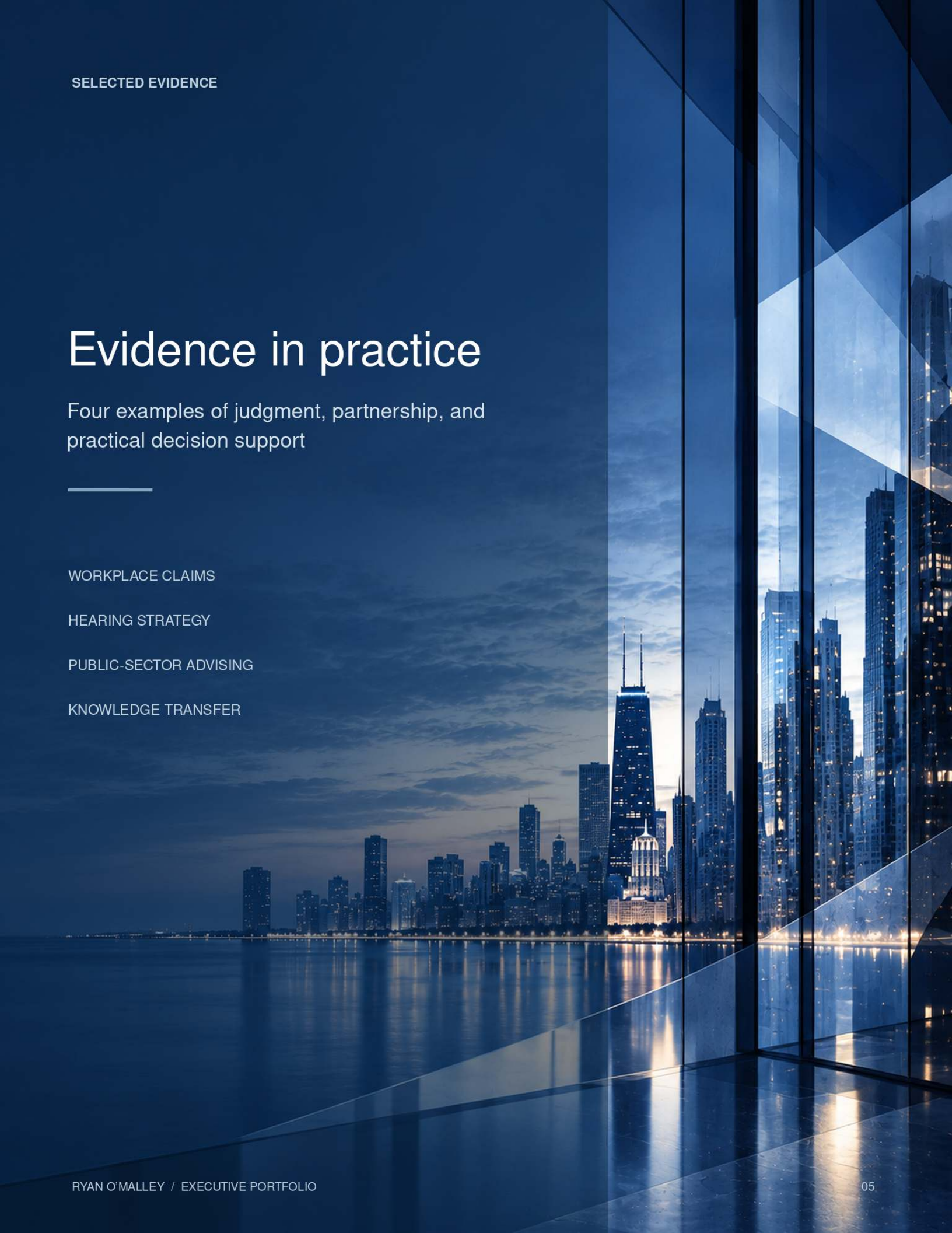
Four examples of judgment, partnership, and practical decision support

WORKPLACE CLAIMS

HEARING STRATEGY

PUBLIC-SECTOR ADVISING

KNOWLEDGE TRANSFER



EVIDENCE 01

Workplace claims and stakeholder guidance

Ryan advised insurance claim managers and business owners through workers' compensation matters involving employee injuries, medical treatment, disability benefits, return-to-work considerations, and settlement exposure.

RYAN'S CONTRIBUTION

- Reviewed reports, records, claim files, and medical information.
- Assessed benefits, treatment, return-to-work considerations, and exposure.
- Advised business owners and insurance professionals on risk and next steps.
- Negotiated resolutions and supported settlement decisions.

OUTCOME

Stakeholders received structured guidance throughout each claim, supporting informed decisions about benefits, treatment, exposure, and settlement.



EVIDENCE 02

Strategic judgment under pressure

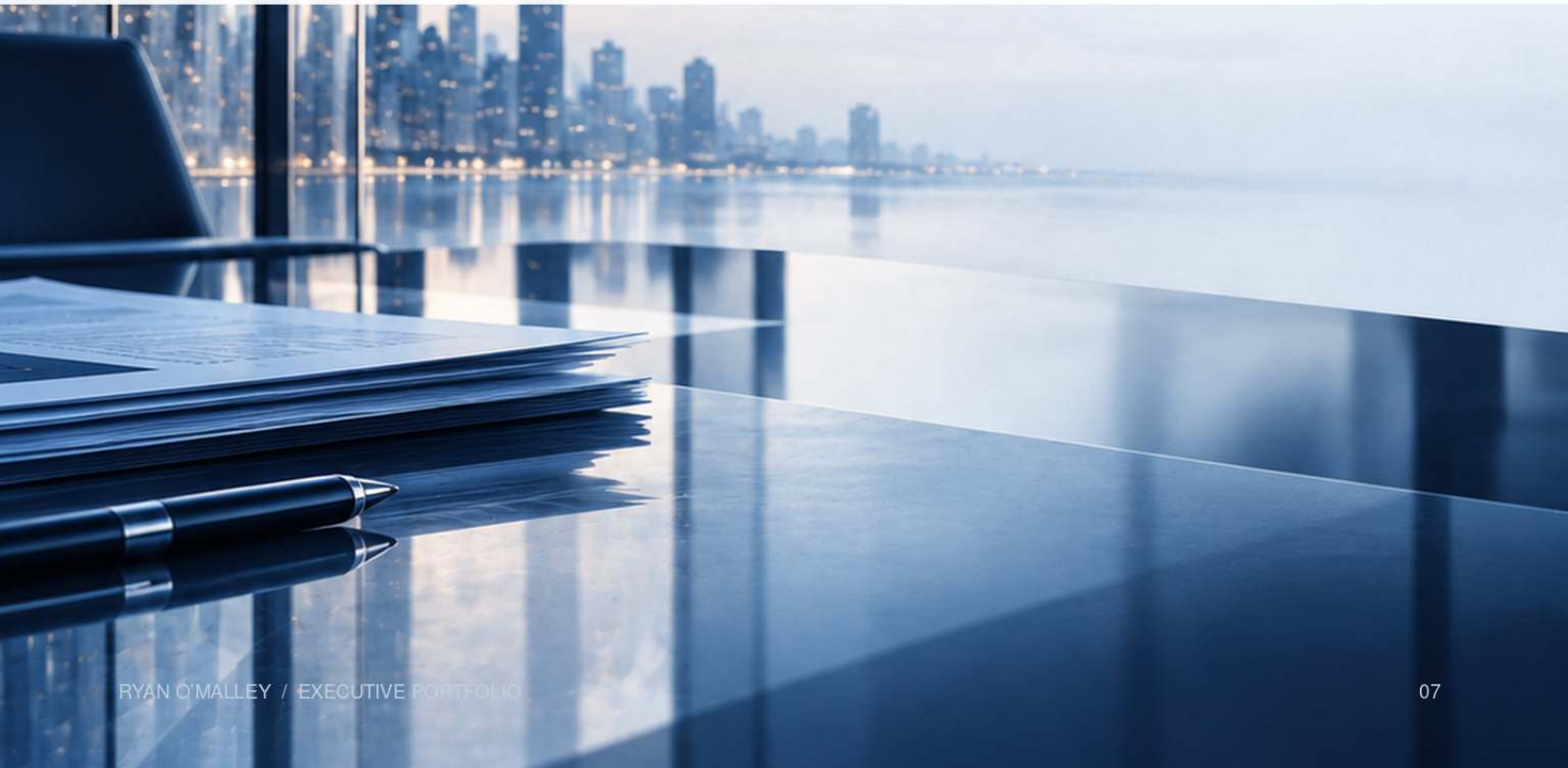
In contested workers' compensation matters, Ryan developed and executed formal hearing strategies before an administrative law judge.

DECISION SEQUENCE

01	**Assess the evidence**	Identify strengths, gaps, and exposure.
02	**Choose the path**	Weigh hearing strategy against settlement.
03	**Build the case**	Prepare witnesses, testimony, and documentation.
04	**Adapt in real time**	Adjust questioning and strategy as evidence emerges.
05	**Support the outcome**	Develop an evidence-based proposed decision.

OUTCOME

Clients could challenge unsupported claims, evaluate litigation risk, and pursue defensible outcomes.



EVIDENCE 03

Public-sector risk and decision support

Ryan advises public taxing districts, particularly school districts, in property tax appeals involving complex valuation evidence and potential financial exposure.

FROM EVIDENCE TO DECISION

Evidence	Appraisals, property histories, taxpayer submissions, and uniformity analyses
Exposure	Credibility, refund liability, and financial implications
Strategy	Response level, outside expertise, and negotiation posture
Guidance	Outcome, rationale, and implications for the client

OUTCOME

Clients gained a clearer basis for responding to appeals, managing exposure, negotiating defensible assessments, and understanding final administrative decisions.



EVIDENCE 04

Knowledge that becomes usable

Ryan's communication strength is translation that preserves accuracy while enabling action.

PROFESSIONAL EDUCATION

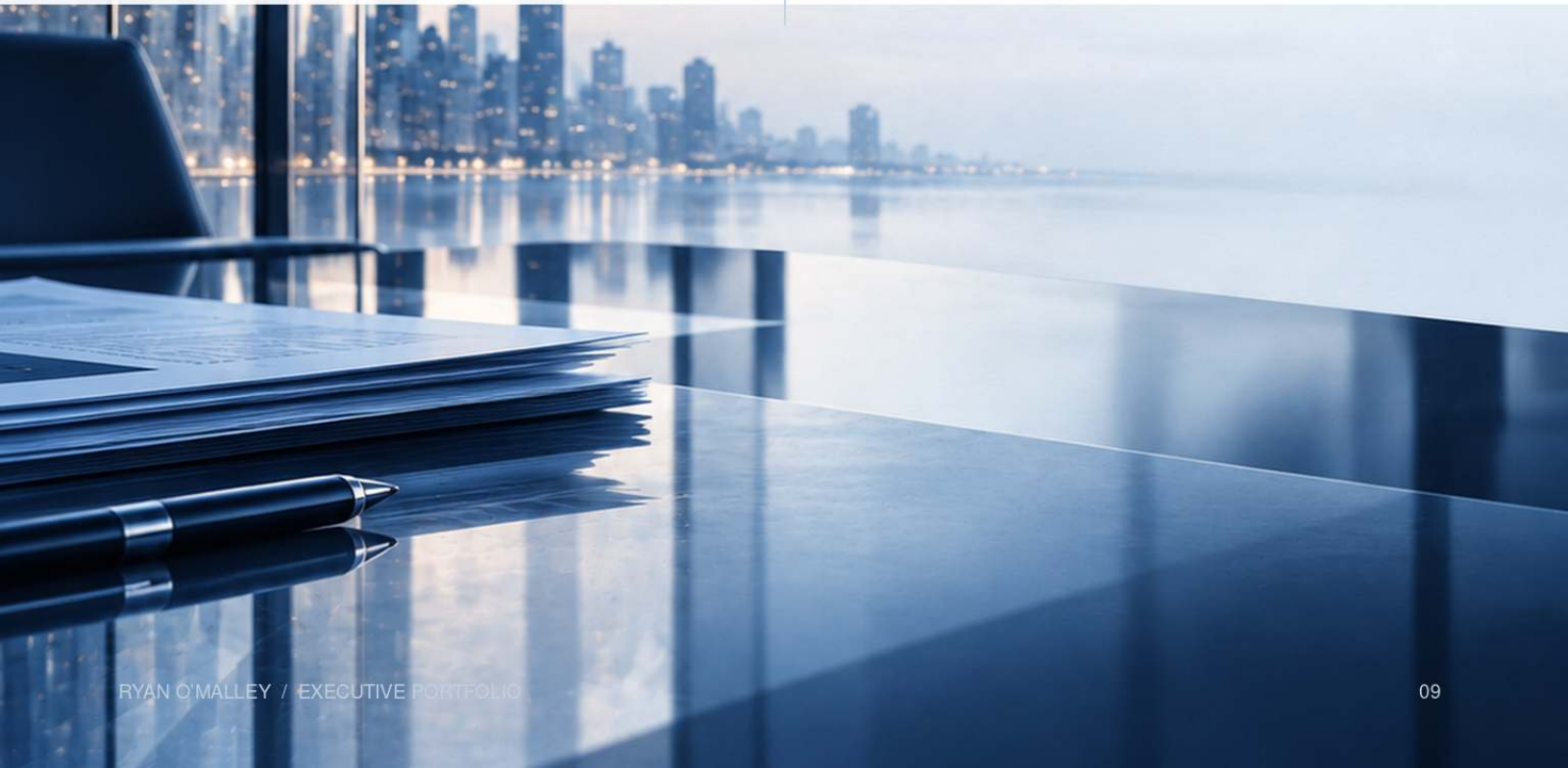
Ryan researched legal and regulatory developments, identified practical implications, and designed approximately 30-minute learning sessions for attorneys.

Attorneys gained guidance they could apply to active cases and client matters.

INSTITUTIONAL UNDERSTANDING

After staff turnover and the loss of municipal records, Ryan helped village leaders understand complex property classifications and apply them to industrial properties.

Leaders gained a clearer framework and rebuilt lost organizational knowledge.



ROLE ALIGNMENT

Trusted across perspectives

Ryan has built credibility with people who bring different priorities, expertise, and stakes to the same decision.

STAKEHOLDER RANGE

- Business owners
- Public-sector leaders
- Medical professionals
- Insurance claim managers
- Attorneys and technical experts
- Administrative decision-makers

WHERE RYAN CAN CONTRIBUTE NOW

Employee Relations and People Risk

Workplace matters, sensitive conversations, investigations, exposure assessment, resolution strategy, and guidance to decision-makers.

HR Business Partner and People Operations

Trusted advising, policy interpretation, conflict navigation, organizational judgment, and cross-functional communication.

Risk and Compliance

Regulatory interpretation, evidence review, defensible decisions, documentation, escalation judgment, and practical implementation guidance.



CLOSING PROFILE

A steady partner for consequential decisions

> Ryan brings the analytical discipline of an attorney and the practical orientation of a business advisor.

His experience demonstrates the ability to assess exposure, clarify options, manage sensitive conversations, negotiate resolutions, and translate technical information into guidance that people can use.

Ryan O’Malley, J.D.

TRUSTED ADVISOR / STAKEHOLDER PARTNERSHIP / STRATEGIC DECISION SUPPORT

HR Business Partner and People Operations
Employee Relations and People Risk
Risk and Compliance



Chicago metropolitan area
omalleyryan112@gmail.com