

RYAN RAGAGLIA

PROFESSIONAL SUMMARY

Versatile and innovative management professional skilled at creating an ambitious vision while also focusing on details. Self-starter with expertise in change management and streamlining processes and systems. History of success monitoring and coordinating operations across various departments. Effective leader and problem-solver dedicated to talent development and employee engagement. Legally authorized to live and work in the United States and European Union.

WORK HISTORY

Executive Team Leader (HR Ops Manager), 08/2014 to 02/2018 & 06/2020-Present

Target Corporation

- Planned and coordinated human resources documentation and onboarding materials resulting in highly trained personnel ready to act quickly in critical roles, resulting in \$81m in store annual sales (\$100k-\$250k daily sales).
- Established clear and competitive goals, growth roadmaps, and strategic business plans, focused on talent development.
- Worked in matrix management environment with oversight of division level managers, operations, sales, finance, human resources, safety, and compliance.
- Set, enforced, and optimized internal policies to maintain efficiency and responsiveness to demands through personnel integration.
- Led diversity and inclusion initiatives to promote diverse talent to leadership roles, resulting in 20% improvement in minority and LGBTQ+ representation in management roles.

Project Manager-Process Improvement & Implementation, 02/2018 to 06/2020

DISH Network

- Updated operational methods, oversaw accounting procedures, tracked assets, and compiled data to improve efficiency.
- Developed and initiated projects, managed costs, and monitored performance. Implemented inventory management procedures for over 130 warehouses.
- Boosted revenues by coordinating and executing projects and growing inventory diversity, increased asset management compliance by 75%.
- Managed development and implementation of lean and continuous improvement initiatives across production environment.
- Managed dynamic organizational changes by implementing new technologies company-wide, conducting training for 200+ employees, and communicating with senior-level executives.

Shift Supervisor, 05/2013 to 08/2014

Starbucks

- Built performance-oriented culture with satisfied, hardworking employees by clearly highlighting employee success and developing leaders from within.
- Delivered superior training and leadership to teams to boost performance and help team members achieve performance targets, over \$3k in daily store sales.

CONTACT

Phone: 1-307-287-1490

Email: ragagliar@gmail.com

SKILLS

- Team Leadership
- Project Development and Life Cycle
- Change Management
- Process Improvement
- Project Implementation
- Business Strategy and Development
- Creative Problem Solving
- Ideation Leadership
- Risk Analysis and Management
- Budgeting and Forecasting
- Business Acceptance Testing (UAT)
- Cost Reduction Strategies
- KPI Reporting
- Team Leadership
- Staff Management
- Training and Development
- Cross-Functional Partnerships
- Communication
- Collaboration
- Empathy

EDUCATION

Master of Business Administration, 05/2018

University of Colorado - Boulder

Bachelor of Arts, Political Science, 05/2013

University of Wyoming

- Double Majored in Spanish with European Studies & Honors Minors
- Graduated Summa cum laude
- Outstanding Graduate of the College of Arts and Sciences (Top 10 in Class of 700+)

LANGUAGES

- Spanish - Advanced
- Portuguese - Advanced
- French - Advanced/Intermediate
- Italian - Intermediate
- German - Basic