



## Kim E. Ruyle, PhD

*President*

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Kim Ruyle is President of Inventive Talent Consulting, a Miami-based firm specializing in strategic talent management and organizational development.

Mr. Ruyle has more than twenty-five years of experience in human resources, organizational development, and general management. For five years Kim served as Vice President of Research & Development for Korn/Ferry Leadership and Talent Consulting where he managed the research and development of Lominger intellectual property. Prior to joining the Korn/Ferry, he was director of learning and development for Siemens Logistics and Automation Systems, where he was responsible for strategic HR practices including succession planning, performance management, and leadership development.

Previously, Mr. Ruyle managed learning and development processes and technology for Deere & Company, founded and ran a software company, and taught at four universities.

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Mr. Ruyle has presented at more than fifty national and international conferences, published dozens of articles and book chapters, and served on numerous expert panels and editorial boards.

He recently co-authored several books, including *FYI for Talent Engagement*, *FYI for Strategic Effectiveness*, *FYI for Performance Management*, and *FYI for Insight*.

Mr. Ruyle has been certified as a Senior Professional in Human Resources by the Society of Human Resource Management, was on SHRM's expert panel for organizational development for four years, and currently serves on SHRM's Human Resource Specialties Expert Panel. Kim has also been certified as a Master Human Capital Strategist by the Human Capital Institute.

Mr. Ruyle holds PhD and MS degrees from Oregon State University, an MBA from the University of Wisconsin, an MEd from East Texas State University, and a bachelor's degree from Winona State University.

His fields of study are vocational-technical education, industrial engineering, instructional design, adult education, instructional technology, and business.