

## RYAN MCCLARY

La Vernia, TX

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### PROBLEM-SOLVING | TRAINING & DEVELOPMENT | PERSONNEL OPERATIONS

#### U.S. Air Force | Various Locations

2001 – Present

Executive Management Professional and Military Veteran leveraging 20+ years of leading, evolving, and coordinating personnel and resources to meet internal and external requirements. Fosters a culture of connection, trust, and mentorship, empowering teams to excel via cohesive, effective, and enduring relationships. Demonstrates a capacity to manage concurrent operations, projects, and programs, while adhering to and enforcing policies and procedures. Comprehensive background in program management, policy analysis, personnel operations, international relations, process improvement, resource allocation, team collaboration, conflict intervention and resolution, and cross-functional leadership. Secures quantifiable results while leading multifaceted teams in fast-paced, high-pressure circumstances driving productivity, reducing costs, constructing written deliverables, and successfully meeting organizational objectives on schedule and within established parameters. Career supported by a Master of Science in Organizational Leadership and a Bachelor of Science in Emergency and Disaster Management.

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|----------------------------------|----------------------------------|-----------------------|
| ● Leadership                     | ● Policy Development             | ● Problem-Solving     |
| ● Followership                   | ● Strategic Planning             | ● Quality Assurance   |
| ● Building Leaders               | ● Human Resources Management     | ● Process Improvement |
| ● Diversity of Thought           | ● Program and Project Management | ● Risk Abatement      |
| ● Senior Executive Presentations |                                  |                       |

### EDUCATIONAL OBJECTIVES

I am passionate about improving the Texas foster care system by authoring free-to-use foster parent training curriculum based on positive psychology that could also be shared with our Nation and the world.

**Vision:** Develop foster parent training curriculum, based on positive psychology, to give to the State of Texas for free.

- **Objective 1:** Distillation of complex theories into lay terms and skills best suited for foster parent training curriculum while ensuring the design seamlessly accommodates state and local legal requirements in constant flux.
- **Objective 2:** Develop a 60-day curriculum that teaches at-risk foster children critical life skills and wellness practices by targeting higher risk points in life, developmental and life transitions, with an overall focus on trajectory improvement.

### EDUCATION

2018 **MS** | Organizational Leadership | Distinguished Scholar | Colorado State University, Aurora, CO  
2014 **BA** | Emergency and Disaster Management | Magna Cum Laude | American Public University, Charles Town, WV  
2007 **AAS** | Explosive Ordnance Disposal | Community College of the Air Force (CCAF), Montgomery, AL

### PUBLICATIONS

#### Peer Reviewed Journal Articles

McClary, R. (2019) Aligning Air Force Leadership Roles: The Limitations of Enlisted Empowerment. *Air & Space Power Journal*, 33(2), 26-47. [https://www.airuniversity.af.edu/Portals/10/ASPJ/journals/Volume-33\\_Issue-2/F-Mcclary.pdf](https://www.airuniversity.af.edu/Portals/10/ASPJ/journals/Volume-33_Issue-2/F-Mcclary.pdf).

#### Non-Peer Reviewed Opinion Pieces

United States Air Force. (2022) We Are in This Together [video]. YouTube. <https://www.youtube.com/watch?v=-IfuysDu77o>.

### PROFESSIONAL EDUCATION

2020 **Executive Leader Development** | CCAF, Montgomery, AL  
2014 **Senior Leader Development** | Distinguished Graduate | US Marine Corps University, Quantico, VA  
2012 **Intermediate Leader Development** | Distinguished Graduate | CCAF, Montgomery, AL  
2006 **Front Line Supervisor Development** | CCAF, Montgomery, AL

## CERTIFICATIONS

2017 **Research and Decision Making in Organizational Leadership** | Colorado State University, Aurora, CO  
 2017 **Strategic Global Organizational Leadership** | Colorado State University, Aurora, CO  
 2017 **Capability Requirements Development** | US Air Force, Wright-Patterson AFB, OH  
 2012 **Professional Manager's Certification** | Community College of the Air Force, Montgomery, AL  
 2002 **Explosive Ordnance Disposal (EOD)** | US Navy, Eglin AFB, FL

## PROFESSIONAL RESEARCH EXPERIENCE

2022 – 2023 **Organization & Program Design with Resource Management**  
 Air Force Installation and Mission Support Command | Lackland AFB, TX  
 2020 – 2022 **Organization & Program Design**  
 Air Force Central Command | Shaw AFB, SC  
 2016 – 2020 **Technology Development, Information Management, and Funding Award Writing**  
 Department of Defense Research, Design, Testing, and Evaluation | Indian Head, MD

## PRESENTATIONS

2023 **McClary, R.** | A Proposal for a 21st Century Comment Resolution Matrix [virtual]  
 2023 **McClary, R.** | Organizational Design & Cultural Accommodation [in-person] | US Air Force, Pentagon, WDC  
 2022 **McClary, R., Hankins, B.** | Air Force EOD Advanced Deployment Readiness Exemption [virtual]  
 2021 **McClary, R.** | 3x Mid-Tier Enlisted Development [in-person] | US Air Force, Shaw, SC  
 2021 **Hood, V., McClary, R., Schroeder, J., Pasley, C., Loughran, H.** | EOD Uniform Update Request [virtual]  
 2020 **McClary, R.** | Junior Officer Development [in-person] | US Air Force, Shaw, SC  
 2019 **McClary, R.** | US Air Force EOD Culture and Design [in-person] | US Air Force, Indian Head, MD  
 2018 **McClary, R.** | EOD Suicide Crisis to DoD and Veteran's Affairs [virtual]  
 2017 **McClary, R.** | Bring Your Own Device: Utilizing Hardware Agnostic Software Designs [virtual]  
 2017 **McClary, R.** | X-Ray Battery Conversion [virtual]  
 2015 **McClary, R.** | Front Line Supervisor Graduation Speech [in-person] | US Air Force, Joint Base San Antonio, TX  
 2013 **McClary, R.** | 4x Lessons on Life Skills [in-person] | US Air Force, Spangdahlem AFB, DE

## AWARDS AND HONORS

2022 **Legion of Merit** | Exceptionally Meritorious Conduct | US Air Force, Shaw AFB, SC  
 2021 **Gears of Government** | Mission Results, Customer Service, Stewardship | Department of Defense, Washington, DC  
 2020 **Defense Meritorious Service Medal** | Outstanding Meritorious Service | Department of Defense, Washington, DC  
 2018 **Distinguished Scholar** | GPA 4.0 | Colorado State University, Aurora, CO  
 2016 **Meritorious Service Medal** | Meritorious Service | US Air Force, Joint Base San Antonio, TX  
 2014 **Meritorious Service Medal** | Meritorious Service | US Air Force, Spangdahlem AFB, DE  
 2014 **Magna Cum Laude** | GPA 3.98 | American Public University, Charles Town, WV  
 2014 **Defense Volunteer Medal** | Outstanding Community Volunteer | Department of Defense, Spangdahlem AFB, DE  
 2011 **Superior Performer** | Inspector General | US Air Force, Spangdahlem AFB, DE  
 2009 **Bronze Star** | Exceptionally Meritorious Service | US Forces-Afghanistan, Kandahar, AFG  
 2009 **Joint Service Commendation Medal with Valor** | Meritorious Service | US Forces-Afghanistan, Kandahar, AFG  
 2009 **Leadership Award** | Exceptional Leadership | US Air Force, Tyndall AFB, FL

## TECHNICAL COMPETENCIES

**Microsoft** | Outlook, Word, Excel, PowerPoint, Teams | Intermediate to Expert

References can be provided upon request