



Ryan Hill

Executive Coach, Leadership Development, Team Builder

Ryan Hill is a seasoned leader and relationship builder with extensive global experience in developing high-performance teams and managing operations. As an experienced coach, he specializes in high-performance leadership teams, coaching first-time managers, change leadership, and crisis leadership.

Background & Industry Experience

Ryan Hill is a seasoned leader with over two decades of experience in leadership development, organizational strategy, and coaching in high-stakes environments. His 20-year Army career included multiple combat deployments in leadership roles, where he developed a deep understanding of the urgency and impact the right leader can have in critical situations. At the United States Military Academy at West Point, Ryan taught hand-to-hand combat and leadership development, shaping future Armed Forces leaders with a focus on resilience and decision-making under pressure.

Transitioning to the corporate world, Ryan has driven transformative growth and learning strategies for global organizations. As a consultant at FMI, he ran one of the largest and most impactful leadership development programs for field and senior leaders in the building environment, partnering with clients such as Thompson Electric, Truebeck Construction, Skanska, and Hunt Electric. At Newmont, the world's largest gold mining company, Ryan developed and scaled leadership programs reaching over 25,000 employees globally. At Klaviyo, he successfully led initiatives during the company's transition from private to public, building programs that enhanced organizational readiness and leadership capability. Across every role, Ryan has coached leaders to achieve high performance and measurable results, tailoring his approach to diverse industries and environments where results matter and the stakes are high.

Outside work, Ryan is a classically trained chef who finds joy in bringing people together through food. A proud Coloradan, he embraces the state's active lifestyle, indulging in cycling, running, and hiking. Ryan's combination of leadership expertise, creative problem-solving, and a growth passion defines his life and work approach.

Coaching Approach

Ryan's approach centers on leveraging long-term, high-touch relationships to navigate complex challenges and drive meaningful results. Whether leading teams of 2 or over 200, his data-driven planning and execution consistently deliver impressive outcomes, fostering growth, and resilience in every organization he serves.

Education

Ryan holds an Executive MBA from the University of Denver, a Master of Education in Kinesiology from the University of Virginia, and a Bachelor of Arts in Sociology with minors in History and Military Science from Colorado State University.

