

Ryan Parker

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LEARNING & DEVELOPMENT · ORGANISATIONAL CHANGE

PROFESSIONAL PROFILE

Senior learning, organisational development and capacity-building leader with more than 20 years of experience across corporate, consulting, education, nonprofit and publicly funded settings in Europe, the Middle East, Africa and APAC. Career experience includes founding and leading a consultancy, building an embedded leadership-development function, leading learning for major technology change, and managing disability-inclusive adult-learning services in Ireland. Recent work in responsible-AI curricula and AI-assisted reading support extends this experience toward evidence-informed, socially useful applications of technology.

SELECTED CAREER IMPACT

- **Misk Schools, Saudi Arabia** — Established an embedded leadership-development function; grew the core delivery team from 3 to 8 and supported expansion of the engagement from approximately GBP 500,000 to GBP 3 million per year.
- **Parker and Associates** — Founded and led the consultancy for 10 years, winning and delivering learning, organisational development and change projects across banking, telecommunications, technology, industrial and public-sector settings before managing its integration following acquisition.
- **Technology-enabled change & digital learning** — Led or designed learning, assessment and workforce-readiness work for Standard Bank’s SAP core-banking transformation and Universal Banker pilot, Cell C’s BSS migration, Gauteng e-Toll operations, Botswana Telecommunications’ online academy and HSBC Technology India.
- **Leadership, talent & workforce capability** — Delivered projects for HSBC India, Gold Fields across four countries, Standard Bank Africa, B. Braun, Botash, NCP ChlorChem, Walvis Bay Salt and agricultural-equipment businesses across eastern and southern Africa.
- **Education & public benefit** — Supported disability-inclusive employment through National Learning Network, youth development through the Paradigm Project and Reader Leader, higher education through Da Vinci and Cass at Sandhurst, public-service capability through Johannesburg’s Sibize contact centre, and responsible-AI learning through Orcawise’s RAIMS programme.

CORE CAPABILITIES

Learning & capacity building

Learning strategy, curriculum architecture, adult and vocational learning, leadership development, facilitator development, coaching and train-the-trainer support.

Programme leadership

Programme design, multi-site coordination, delivery governance, quality assurance, compliance, risk, budgets, evaluation and reporting.

Digital & AI-enabled learning

Blended learning, LMS ecosystems, learning analytics, SCORM, digital authoring and responsible use of AI in curriculum and learning-product design.

Organisation development & change

Capability diagnosis, competency frameworks, culture and behaviour change, systems adoption, team development and implementation support.

Stakeholder & commercial leadership

Executive engagement, consultative discovery, client development, proposals, partnerships, cross-cultural collaboration and supplier management.

Work authorisation — Irish Stamp 4 valid to July 2034. · **Mobility** — Full clean Irish driving licence, own transport and available for regional and international travel.

PROFESSIONAL EXPERIENCE

Independent Learning and Organisational Development Consultant

Nov 2024 — Present

Self-employed

Ireland and remote Project-based assignments alongside employed roles.

- Provides learning architecture, curriculum design, capability-development and advisory support to education and technology initiatives.
- Supported Orcawise in structuring curriculum for its RAIMS responsible-AI management programme, translating technical governance concepts into clear learning content and practical activities.
- Contributed as a member of the Reader Leader team, selected as a finalist in the 2026 TechIreland National AI Challenge.

Assistant Area Manager, Kildare

Aug 2025 — Jul 2026

National Learning Network and Rehab Group

Maynooth, Naas and Athy, Ireland Part time, three days per week.

- Coordinated learning, staff activity, learner progression, quality assurance and service continuity across disability-inclusive adult programmes in an HSE- and ETB-funded environment.
- Worked with centre managers, instructors, support staff, funders and service partners to identify needs, agree actions and maintain learner and staff supports.
- Maintained programme, attendance, progression, compliance and operational evidence for management reporting, reviews and audit preparation.
- Coordinated mandatory and role-relevant staff learning and personally delivered Epilepsy Awareness, Outcome Star and First Aid training during 2025 and 2026.
- Used programme and learner data to identify gaps, escalate risks and guide practical improvements across centres.

Learning Instructor, JobStart

Jan 2025 — Aug 2025

National Learning Network and Rehab Group

Bray and Kildare, Ireland

- Designed and delivered adult learning and employability support for people facing disability, autism, neurodivergence, mental-health and other barriers to education and employment.
- Applied Universal Design for Learning, accessible resources, coaching and differentiated support while maintaining learner records and programme evidence.
- Built relationships with employers and support organisations, established a new cohort from launch and helped learners secure suitable work opportunities.

PROFESSIONAL EXPERIENCE (CONTINUED)

Director of Leadership Education · Head of Leadership for Growth · Senior Instructional Designer and Learning Architect

Nov 2018 — Sep 2024

Inspirational Development Group *Riyadh, Saudi Arabia; Ireland and remote* Progressed through three senior roles spanning programme strategy, learning architecture, facilitation, consulting, team leadership and embedded international delivery.

- Established and led an embedded leadership-development function for Misk Schools, translating institutional priorities into curriculum, learning journeys, facilitator resources, governance and an operating model.
- Led stakeholder engagement, delivery standards, facilitator support, evaluation and continuous improvement in a complex, fast-growing education environment.
- Designed and facilitated face-to-face, blended and digital learning for educators, leaders and young people, adapting delivery through COVID-19 disruption and post-pandemic reintegration.
- Developed facilitators through resources, coaching, observation and feedback, and grew the multidisciplinary team from 3 to 8.
- Established new programme streams, including an ICF-aligned teacher-coaching programme and a student internship initiative.
- Supported programme expansion, commercial proposals and senior client relationships, contributing to annual engagement growth from approximately GBP 500,000 to GBP 3 million.

Founder and Managing Director

Mar 2008 — Oct 2018

Parker and Associates

Johannesburg, South Africa

- Founded and led a specialist learning, organisational development and change consultancy serving banking, telecommunications, technology, industrial and public-sector clients.
- Advised executives and operational leaders on capability needs and managed programmes from diagnosis and design through implementation, evaluation and senior stakeholder reporting.
- Managed business development, proposals, budgets, project plans, facilitators, client relationships and quality standards while remaining actively involved in learning design and delivery.
- Led large-scale learning workstreams for organisational and technology change, including SAP-enabled core banking, customer-service transformation and operational capability programmes.
- Designed competency frameworks, training matrices and structured pathways linking role requirements with assessment, learning, compliance and progression.
- Managed the consultancy's integration into Inspirational Development Group South Africa following acquisition.

SELECTED CONSULTING ASSIGNMENTS

- **Standard Bank Africa** — Designed the learning architecture, pilot, content and facilitator resources for a branch-manager leadership programme; regional managers rated the pilot 4 out of 5.
- **Standard Bank Core Banking Transformation** — Led 14 learning specialists supporting an SAP-enabled transformation, with structured releases, LMS reporting, competency tracking and quality assurance.
- **HSBC Global Service Centres India** — Co-created an assessment and development solution for high-performance and high-potential senior management populations across five Indian locations.
- **Gold Fields** — Designed and deployed a leadership foundation programme across South Africa, Ghana, Australia and Peru during organisational restructuring and change.
- **B. Braun South Africa** — Designed a supervisory leadership programme that improved three measured leadership capabilities by 27% against pre-programme scores.
- **Botash and NCP ChlorChem** — Designed competency frameworks, training matrices and workforce-development programmes supporting role clarity, succession, compliance and structured development.

EARLIER CAREER

- **Director** — Omega Performance Training | 2007 — 2008
- **Head of Learning and Development** — Nedbank Retail Division | 2003 — 2007
- **Lead Trainer** — BOE Bank and NBS | 2000 — 2003
- **Academic Head and Lecturer** — Damelin College of Education | 1996 — 2000

These roles established a foundation in operational training, curriculum management, financial-services capability, academic leadership, facilitation and performance consulting.

EDUCATION

- **Master of Education** — University of East London | 2025 | Dissertation 88%
- **Professional Diploma in Digital Learning in the Age of AI** — Digital Learning Institute | 2025 | Distinction 92%
- **Postgraduate Certificate in Education** — University of South Wales | 2019
- **Postgraduate Diploma in Organisational Development** — University of South Africa | 2015
- **Diploma in Project Management** — Stellenbosch University | 2004
- **BA Communications and Industrial Psychology** | 1994

PROFESSIONAL DEVELOPMENT & MEMBERSHIPS

- QQI Level 6 Learning Design and Training and Development | 2025 | Distinction 90%
- ECR Emotional Intelligence Coach Accreditation | RocheMartin | 2025
- Safeguarding At Risk Adults and Children Level 2 | 2024
- PHECC First Aid | Epilepsy Awareness including administration of buccal midazolam
- Member of the Learning and Development Institute, AONTAS and NEARI

TECHNOLOGY, EVALUATION & REPORTING

Articulate 360 · Moodle · LearnUpon · SCORM · Captivate · Genially · LMS reporting · learning analytics · competency tracking · dashboards · evaluation frameworks · advanced Excel · PowerPoint · virtual facilitation · AI-enabled learning design

GEOGRAPHIC & SECTOR EXPERIENCE

Primary work locations — Ireland, United Kingdom, Saudi Arabia and South Africa.

Programmes supported — Ghana, India, Australia, Peru and wider African markets.

Sectors — Education, disability and employment services, banking, telecommunications, technology, healthcare, industrial operations and public-sector organisations.

SELECTED PUBLICATION

The Zigzag Career Path, *Training Journal*, 11 June 2019. Article on career agility and development in uncertain labour markets.