



ILCG AFFILIATE CONSULTANT

Chance Ryon

Leadership & organizational development

Helping leaders and teams turn employee insights into stronger cultures and more effective everyday practices.



Chance is a strategist, facilitator, and coach with more than a decade of experience in higher education and organizational development. His work combines strengths-based coaching, employee listening, and hands-on program design. Through ILCG, he supports leaders navigating transitions and teams seeking clearer communication, stronger engagement, and shared direction. He translates organizational values and employee feedback into practical learning experiences, resources, and action plans.

AREAS OF EXPERTISE

- Leadership coaching & development
- CliftonStrengths team development
- Employee listening & engagement
- Onboarding & employee experience
- Workshop & retreat facilitation

EDUCATION & CREDENTIALS

M.Ed., Organizational Leadership and Communications
Belmont University
SHRM-CP
Gallup-Certified CliftonStrengths Coach

SELECTED PRIOR EXPERIENCE

Institutional onboarding

Redesigned institution-wide onboarding at Vanderbilt University, integrating learning design, stakeholder engagement, executive onboarding, and operational improvement.

Employee listening & action

Facilitated employee focus groups and leadership action planning at Belmont University, alongside HR operations, retreats, and engagement initiatives.

HOW WE CAN SUPPORT YOUR WORK

- Strengths-based coaching, retreats, and team development.
- Onboarding reviews and employee-experience improvement plans.
- Listening sessions that turn employee insights into action.

Discuss a project with ILCG

Connect with our team to explore scope and fit.

info@ilcgconsulting.com