

Wyatt Porter Ryder, PHR, AWI-CH

[REDACTED] | (303) 842-8050 | wyatt.ryder@gmail.com

PROFESSIONAL SUMMARY

Employee Relations Leader with deep expertise in high-risk workplace investigations, Title VII, executive-level misconduct, and multi-country ER strategy across the United States, Canada, and Latin America. Recognized Association of Workplace Investigators Faculty member with a track record of improving investigation quality, reducing risk, and strengthening leader capability.

CORE COMPETENCIES

Investigations • Employee Relations Strategy • Title VII • Harassment & Discrimination • Misconduct & Ethics Violations • Executive Investigations • Crisis Management & Response • ADA/Leaves & Accommodations • Performance Management • California Employment Law • Coaching & Leadership Development • Organizational Risk Mitigation • Multi-Country ER (US/Canada/LatAm)

EDUCATION

Bachelor of Arts, Political Science & Russian Studies — University of Colorado Boulder

CERTIFICATIONS

Association of Workplace Investigators — Certificate Holder (AWI-CH)

Professional in Human Resources (PHR), HRCI

PROFESSIONAL EXPERIENCE

Employee Relations Leader — Raising Cane's | Boulder, CO (Jan 2025 – Present)

- Leader for all employee relations and crisis matters in the Mountain West region of the United States.
- Handle workplace investigations, including those implicating Title VII of the Civil Rights Act, and high-risk and high-visibility concerns.
- Advise on crewmember matters, including disciplinary action, accommodations and leaves of absence, and crises, such as natural disasters, employee wellbeing, and employee safety.
- Provide support for all Crewmember performance matters, including performance improvement plans and coaching.
- Support regional and divisional executives with strategic and proactive guidance on broader employee relations strategy in alignment with business needs and initiatives.
- Analyze data and trends across restaurants to support leaders and executives in making informed decisions on business strategy; use data to mitigate legal and HR risk in employment matters.

Americas Employee Relations Leader — Cisco Systems | Boulder, CO (Oct 2023 – Jun 2025)

- Led a team of Employee Relations Consultants, responsible for Employee Relations matters in the United States, Canada, and Latin America, including concerns implicating Title VII of the Civil Rights Act, and local laws in the Americas Theater. Supported 90,000 employees company-wide.

- Handled matters including workplace investigations, disciplinary action, accommodations and leaves of absence, and crisis situations, such as natural disasters, employee wellbeing, and employee safety.
- Investigated high-risk and high-visibility concerns, including those under Title VII of the Civil Rights Act, gross misconduct, and matters involving company executives.
- Provided strategic partnership for stakeholders on navigating challenging employment matters, including assessment of legal and HR risk, while advancing positive business outcomes.
- Supported leaders with company exits, including strategic guidance on the reduction-in-force process.
- Lead for Employee Relations AI projects and team investigation training.

Manager, Employee Relations (Workplace Investigator) — DaVita Kidney Care | Denver, CO (Dec 2020 – Oct 2023)

- Investigated high-risk matters, including gross misconduct, and allegations implicating Title VII of the Civil Rights Act: claims of harassment, discrimination, and retaliation. Employee Relations partner for the western and northeastern U.S. markets and all central business offices, supporting 30,000 teammates domestically.
- Provided consultation, guidance, and coaching to supervisors, managers, and People Services Managers (PSMs) to address teammate behavior and performance concerns.
- Advised on performance matters for all employees, including company executives. Supported employees through the performance improvement plan process, progressive discipline, and severance packages.
- Partnered with the labor relations team to provide in-market support in response to employee unionization efforts across California, Washington, Oregon, and New York state.
- Provided support as an Interim HR Business Partner for the Chicago, IL market, handling matters including compensation, hiring, organizational design, and talent.

Supervisor, Employee Relations — DaVita Kidney Care | Denver, CO (Mar 2020 – Dec 2020)

- Supervisor of the Employee Relations team for the western and southern US market, including oversight for California ER matters. Partnered with operations teams to provide coaching and guidance on sensitive employee issues, including investigation of misconduct, discipline for violations of company policies and procedures, and the law.
- Reviewed employee terminations and suspensions, performance improvement plans, and escalated ER matters.
- Subject-matter expert for federal and California-specific labor laws.

Advisor, Employee Relations — DaVita Kidney Care | Denver, CO (Oct 2018 – Mar 2020)

- Advisor for California-specific HR matters, including investigation of employee conflicts, progressive discipline, suspensions, terminations, and performance management. Investigation of serious clinical concerns, violations of company policies and procedures, and laws.
- Worked with Legal, Compliance, HIPAA, and Risk teams to investigate and appropriately discipline for violations. Coaches field employees on the proper handling of sensitive employee matters. Provides interpretation and assistance with federal and state labor laws for California-based clinical operations.
- Developed legal reviews for presentation to mitigate risk, Performance Improvement Plans, and other forms of corrective/disciplinary actions.

Compliance Specialist — Chipotle Mexican Grill | Denver, CO (Feb 2018 – Oct 2018)

- Responsible for ensuring the company was compliant with the law, including labor, immigration, and minor regulations. Assisted 2,500 restaurants around the world in answering questions and making decisions with respect to the law and employee relations situations.

- Audited all new hire I-9 documents and minor work permits; tracked and followed up on expiring work authorizations.
- Provided training to restaurants and management on the Form I-9 and legal work documents.

Human Resources Technician — State of Colorado- Department of State | Denver, CO (Nov 2016 – Feb 2018)

- Functioned as general HR resource in various fields, including the reconciliation of timecards and timekeeping, full-cycle recruiting and job analysis, and other HR and administrative duties, including those for the elected Colorado Secretary of State.

PROFESSIONAL ENGAGEMENT

Faculty, Association of Workplace Investigators (2023 – Present): Teach investigation methodology and best practices.

Mentor, CU Boulder Leadership Program (2023 – Present): Provide mentorship on leadership and academic growth.

LANGUAGES

Spanish | Español- Advanced proficiency across reading, writing, speaking, and listening.

Russian | Русский- Advanced proficiency across reading, writing, speaking, and listening.