

The Most Innovative Tax Services Firm in the Industry Offers the Most Dynamic Work Culture for Delivering Superior Results.

myRyan is an innovative work environment that allows employees to achieve the highest level of success and productivity in all areas of life, including professional and personal endeavors. As opposed to a traditional work environment, **myRyan** is a cultural shift that changes the measurement of work from hours to results. Through collaboration and support, Ryan employees thrive in a guilt-free workplace where the focus is on results and superior client service, rather than where and when the work is done.

myRyan fosters employee discipline to effectively meet the competing demands of life based upon each employee's unique approach to work. Professionals are given the freedom to do their best work in the way they work best. With a clear understanding of expectations and accountabilities, Ryan employees are given the ownership of their time and flexibility to meet demands in both their professional and personal lives simultaneously. All Ryan employees work collaboratively and support one another so that all may achieve work-life success while accomplishing the goals of the Firm and delivering outstanding client service—being held accountable for delivering superior results, not “face time” in the office.

Employees have the flexibility to work where, when, and in what manner that best promotes increased efficiency and effectiveness.

myRyan is designed to increase teamwork and collaboration so that individuals continue to advance within the Firm. When key accountabilities, goals, and expectations are clear, superior work is produced, and employees remain committed to being available and responsive to client and Firm needs.

myRyan supports team members through innovative communication and collaboration. Team members respect the work styles of others and plan effectively to ensure client service excellence. All employees have the freedom to work with their managers to determine the best approach to work that will allow them to achieve the best results. All employees communicate and collaborate to achieve work-life success.

myRyan

Because Ryan measures performance on results achieved, not hours worked, our employees may choose to work where and when they are most efficient and effective.



Alfred P. Sloan Award Winner
for Business Excellence in
Workplace Flexibility



myRyan Defined...

› Everyone focuses on results, not hours

- Performance is measured by results achieved, not hours worked
- Everyone determines how they can best achieve superior results

› People have flexible work schedules and locations

- People choose to work where and when they are most efficient and effective
- Everyone understands that flexibility includes being available and responsive to client and Firm needs

› Employees eliminate activities that waste time and money

- People focus on what has to get done, rather than things to do
- Everyone refines processes and methodologies to continuously improve their personal and teamwork efficiency
- People ensure that their time, as well as the time that they require from others, is spent productively and effectively

› Everyone collaborates and supports each other

- People communicate to ensure coverage and availability to best meet client and Firm objectives
- People work as a team to ensure client service excellence

› Employees thrive in a guilt-free work environment

- People are not judged based on when or where they work
- People do not feel guilty or uncomfortable about when or where they work

› Everyone has the freedom to achieve work-life success

- People are free to work in the manner that best allows them to achieve superior results, and achieve their professional and personal goals
- People take full ownership and accountability for meeting and exceeding expectations, and delivering superior results
- Career advancement is achieved by delivering results above and beyond expectations—not when, where, or how long someone works



"In exchange for incredible flexibility and freedom comes the responsibility and accountability for producing results."

G. Brint Ryan
CEO and Managing Principal



For additional information, please call **800.545.1856**
or visit us at **www.ryanco.com**.