

Ruth K. Ross

“Engaged employees ignite growth.” It’s a philosophy Ruth Ross practiced for more than 30 years as a strategic human resources executive with top Fortune 100 companies. In 2011, Ruth took her insights and experience gained from working with everyone from students to executive teams to her consulting firm that focuses on the intersection where human capital and business process fuse together in organizations. Now a sought-after speaker and author of the book, “Coming Alive: The Journey To Reengage Your Life And Career,” Ruth’s areas of expertise include employee engagement, leading organizations through times of change, leader coaching and development, managing through mergers and acquisitions and cultural integration.

Throughout her corporate HR career, Ruth was an integral business partner to her line clients and coached or counseled hundreds of managers on their journey to be the best leader they could be. Prior to starting R Squared Resources, Ruth’s career gave her a front row seat to some of the financial industry’s most turbulent years. She was executive vice president of human resources for the corporate finance organization at Wells Fargo Bank from 2002 to 2011. From the height of the economic boom through the downturn, Ruth managed all human resources activities for the company-wide finance community, including employee engagement, merger integration, employee relations, compensation, talent management, diversity and leadership and management development. Her journey from New York City to San Francisco started in 1996 when she was recruited to join Charles Schwab as a senior HR leader for two business units, Investment Management and Retirement Plan Services. After two years in that role, Ruth created the new company-wide HR Policies and Practices function, encompassing Employee Relations, HR Policy, HR Metrics and Pre-Eminent Employer Initiatives. During her tenure at Schwab, the company grew from 4,000 to 26,000 employees and then undertook a major initiative, overseen by Ruth, to right size the entire company following the dot.com bust and market downturn. This included layoff program design, transition plans, selection methodology, manager training and communications.

Earlier in her career Ruth led human resources organizations at Citibank, PaineWebber and American Express/Shearson Lehman Brothers, In addition, she served as an HR director for Estee Lauder cosmetics. Her key accomplishments included being part of the world-wide reengineering of all human resources processes at American Express; creation of a branch manager competency model including assessment center, training courses and performance appraisal all tied to the model at Shearson; managing HR activities related to the Initial Public Offering for Estee Lauder; design and management of college recruiting programs and the creation and/or facilitation of hundreds of training programs on a wide variety of topics.

Ruth holds a BS from Syracuse University in Human Development and a MS. Ed in Counseling from Northeastern.