



# Melissa Bryan

## Managing Director

HR Practice

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Melissa Bryan is a Managing Director at Growth Operators, where she partners with middle-market leaders to strengthen HR strategy, improve operational readiness, and guide organizations through periods of growth and change. With deep experience in strategic HR leadership, business transformation, and process optimization, Melissa is known for her solutions-oriented approach and her ability to translate complex requirements into clear, actionable plans.

Melissa brings a strong command of Minnesota Paid Family and Medical Leave (MN PFML) and advises employers on implementing, integrating, and operationalizing the required plans, policies, and procedures. Her expertise includes navigating compliance requirements and helping organizations anticipate, plan for, and manage the complexities of concurrent time-off and leave policies, as well as contingency capacity coverage.

Before joining Growth Operators, Melissa served in senior HR leadership roles across multiple industries, including financial services, higher education, and healthcare. Her background includes leadership roles at American Century Investments (Talent Acquisition Director), KCU (Human Resources Director), and Citi (Human Resources Director), as well as experience as an independent Senior Human Resources Consultant.

Melissa holds a master's in industrial relations from the University of Minnesota's Carlson School of Management and a bachelor's in political science from the University of Minnesota. She brings a pragmatic, people-centered perspective to every engagement—helping employers build confidence, reduce risk, and move from compliance to capability.

## EDUCATION

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Master in Arts - Industrial Relations

University of Minnesota, Carlson  
School of Management, Twin Cities

Bachelor of Arts - Political Science

University of Minnesota, Twin Cities

## EXPERIENCE

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Senior Human Resources Consultant  
Independent Contractor

Talent Acquisition Director  
American Century Investments

Human Resources Director  
KCU

Human Resources Director  
Citi

## STRENGTHS

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Solutions Orientation

Collaboration

Communication

People Leadership

Accountable



[growthoperators.com](http://growthoperators.com)

## AREAS OF EXPERTISE

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### MN PFML

Advises employers on implementing, integrating, and operationalizing the required plans, policies, and procedures.

### Strategic HR Perspective & Leadership

Applies unique experience and knowledge to solve problems and quickly add value.

### Business Transformation

Drives innovative change to help companies achieve objectives.

### Process & Systems Optimization

Thoughtfully assesses current state, identifies desired future state and delivers continuous improvement.

## INDUSTRY EXPERIENCE

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Financial Services - Banking

Financial Services - Asset Management

Higher Education

Healthcare