



柳宽衡

Advisor

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Mr. KwanHyoung Ryu is an Advisor at Shin & Kim, and provides advisory services primarily in the areas of human resources, labor, and organizational management, including corporate turnaround, organizational performance management and HR system improvements, labor-management relations, improvements to in-house subcontracting, and industrial safety and response to major accidents.

Mr. Ryu worked at Kia Motors for approximately 25 years starting in 1986, where he was responsible for factory operations and labor management on the production floor. Subsequently, for over 10 years, he served as CEO and COO of mid-sized companies, overseeing the formulation of management strategies and organizational operations aimed at enhancing future competitiveness and profitability.

Drawing on his extensive practical experience and expertise, he currently provides practical solutions at Shin & Kim, LLC for major management, HR, and labor issues faced by companies. In particular, he has provided consulting services on a wide range of HR and labor issues, including improving personnel systems to normalize corporate operations and enhance organizational performance; reducing working hours and restructuring shift systems; diagnosing and improving in-house subcontracting practices; negotiating wages and collective bargaining agreements; responding to multiple unions and newly established unions; and providing emergency responses to industrial safety and serious accidents. Furthermore, drawing on his experience in both production settings and as corporate management, he provides advisory services on productivity improvement, labor leadership coaching, and the review and improvement of ESG management systems.

Mr. Ryu completed the KAIST Advanced Innovation Management Program and the EMBA program at Ho Chi Minh City University of Economics, and has continued his research and practice on improving organizational culture and enhancing productivity in manufacturing settings.

工作经历

2026-Present	Shin & Kim LLC
2024-2025	Vice President, LocknLock Co., Ltd.
2023-2024	CEO, Daeyoung Textile Co., Ltd.
2019-2023	Head of Plant Operations, Hwaseung Chemical Co., Ltd.
2012-2019	Senior Advisor, K&C Law Firm
1986-2011	Executive Vice President, Kia Motors

主要业绩

- Conducted numerous consulting projects (turnaround, organizational performance management and HR system improvements, reduction of working hours and changes to shift systems, emergency response to major industrial accidents, diagnosis and improvement of in-house subcontracting, collective bargaining, multiple unions, issues related to newly established unions and labor leadership, productivity improvement and labor leadership, ESG review and improvement consulting, etc.)
- Revision of internal regulations, including employment rules and employment contracts
- Advice on establishing and restructuring reasonable wage systems and employee benefit programs
- Advice on corporate restructuring and workforce adjustments
- Advice on non-regular employment, such as temporary agency workers
- Advice on stabilizing and developing collective labor-management relations
- Advice on collective bargaining and collective agreements
- Advice on labor-management disputes
- Advice on industrial safety and serious accidents, and handling of civil and criminal litigation
- Investigation and response to workplace harassment and sexual harassment cases
- Advisory services on resolving various human resources and labor issues

教育背景

2023	Ho Chi Minh City University of Economics, EMBA Program (Course Completion)
2022	KAIST, Advanced Innovation Management Program (Course Completion)
1984	Inha University, College of Engineering

语言

Korean, English, Vietnamese

主要活动

- Publications and Papers
- Change and Innovation Strategies for Improving Workplace Culture and Enhancing Competitiveness (OB Beer, 2012)
- NEW START: Manufacturing Site Change and Innovation Manual (Kia Motors, 1999)

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