
McKesson Leadership,

Please accept this letter of recommendation for Ryan Partridge. Ryan took over I managed years ago after the team had been neglected by my predecessor. The team is full of strong personalities with significant years of tenure within the HME segment. I will say, I was personally not a fan of the outside hire when I found out Ryan was the candidate chosen. The reason why is because I cared a lot about that team, and to see them struggle with their manager for years was hard to witness. Bringing in someone from the outside could only cause more devastation, and I have seen this play out in other areas of the business in years prior.

To my surprise Ryan came in with guns blazing. He was a proactive leader that was willing to let the team know that he didn't have all the answers. What he did have was the internal drive to find the answers and quickly because a valued resource of the team. What once was numerous calls from the team to me each month begging for help, became less frequent calls and all of them were to talk about how well it was going. Ryan was able to become a leader in a fraction of the time that I have seen others take to gain that control.

McKesson leadership had reached out to me when he started to ask if I would be willing to mentor Ryan and help him learn the ropes. Personally, I feel every new manager should make their individual mark and only help when the person asks for it. Ryan was quick to reach out and wanted to take time to talk. When we met, you could tell he was prepared and was asking questions that I was surprised he was already diving into. Questions that drive value to the team and McKesson customers, and questions that brought innovative thinking to the HME team.

While I don't typically admit when I was wrong, I will say I was completely wrong in my assumption of whether McKesson should have hired Ryan. He is a tremendous asset to McKesson, and more importantly his team. He is a good partner with the vendors and is always looking to innovate to drive the business forward. I personally could not imagine another candidate that would be a better fit to become the next VP of National Accounts, HME at McKesson.

Sincerely,

Ken Stansberger

President & CEO, HPS