



KYLE PATRICK SMITH

AUTHOR • SPEAKER • WORKPLACE THOUGHT LEADER
ENTREPRENEUR • BUILDER

Your Guide Through the World of Work

Nearly three decades of real-world HR leadership. Practical ideas.
Honest conversations. Better workplaces.

FEATURED IN & APPEARED ON

ABC • NBC • CBS • FOX • U.S. News & World Report • SHRM • WorkLife

ABOUT KYLE

Kyle Patrick Smith is an author, speaker, workplace thought leader, entrepreneur, and Founder & CEO of HRKyle Services. After 28 years in corporate Human Resources leadership across multiple industries, Kyle now brings a practical, people-first perspective to leadership, hiring, workplace culture, careers, AI, and the future of work. His work spans employers and job seekers, giving him a view of work from both sides of the relationship.

AT A GLANCE

28 YEARS	Corporate HR experience
AUTHOR	Recruiting is Easy • Get the Job You Love
FOUNDER & CEO	HRKyle Services
CREATOR	JobVaro
MEDIA + SPEAKER	Commentary • Keynotes • Podcasts

AREAS OF EXPERTISE

- Leadership & Management
- Hiring & Recruiting
- Workplace Culture
- Employee Experience
- Performance Management
- Difficult Conversations
- Careers & Job Searching
- AI in HR & the Workplace
- Future of Work
- Workforce Strategy
- Layoffs & Transitions
- Entrepreneurship

THE 95% RULE

Most people come to work wanting to do a good job. Yet organizations routinely build policies and management practices around the small percentage who might abuse the system. Kyle challenges leaders to build for the 95% - leading with trust, setting clear expectations, holding people accountable, and dealing directly with the exceptions rather than treating everyone like one.

Featured talk: [The 95% Rule - Leading with Trust, Not Fear](#)

"We can create workplaces where people actually want to work - and organizations don't have to choose between treating people well and getting results."

- Kyle Patrick Smith



kylepatricksmith.com

FEATURED SPEAKING TOPICS

- The 95% Rule: Leading with Trust, Not Fear
- AI + The World of Work
- Difficult Conversations Don't Have to Be Difficult
- Leadership During Workforce Change
- Recruiting is Easy - We Just Make It Hard
- Creating Workplaces People Actually Want to Work In
- The Future of Work
- Why Didn't I Get Hired?

Available for keynotes • conferences • corporate events • panels • workshops • universities • associations • podcasts

MEDIA & PODCAST APPEARANCES

Kyle is a frequent guest and expert source discussing HR, leadership, recruiting, careers, entrepreneurship, AI, workplace culture, and the changing world of work.

Podcast appearances include:

Zero Doubt Club • Pedal Stomper Productions • DiversityConnector • Leaders Talks • The Placement Loop • and many more

Media includes:

ABC • NBC • CBS • FOX • U.S. News & World Report • SHRM • WorkLife • New York Business Now • Bored Panda • Salute Magazine • Everyday Akron • WAHO-TV

AUTHOR



Recruiting is Easy



Get the Job You Love

CREATOR OF JOBVARO

Kyle is the creator of JobVaro, a job-search platform designed to give candidates better tools, better information, and more control over their search.

- Track applications and activity
- Save opportunities from across the web
- Discover jobs shared by the community
- Monitor companies of interest
- JobVaro Compass: AI-powered resume-to-job matching

www.JobVaro.com

BOOK KYLE / MEDIA REQUEST

Available for speaking engagements, keynotes, panels, podcasts, television, radio, print and digital interviews, expert commentary, and workshops.

BOOKING CONTACT

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