

Kristal Markle-Temons

HOLDING UP MIRRORS. CALLING LEADERS FORWARD.

Kristal Markle-Temons creates a room where people feel seen, challenged, and capable — all at once.

Participants leave clearer, braver, and ready to lead differently.



Signature Sessions

Power Without Ego

How to lead with humility and authority — servant leadership practiced.

Courageous Candor

Replacing silence with clarity, courage, and respect.

The Mirror Effect

How self-awareness and social intelligence shape leadership and behavior.

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Founder, BGL: Bold Growth & Leadership

CLARITY UNDER PRESSURE

Leaders are carrying more weight with less margin than ever before.

We make up to 40% more decisions per day than we did a decade ago.

When that pressure goes unaddressed, culture doesn't explode - it erodes.

Quietly.

Kristal Markle-Temons creates clarity where things feel stuck, safety where truth has gone quiet, and momentum where teams are ready to move forward again.

Ideal Audiences

- Senior leaders and executives navigating growth, change, or complexity
- Organizations experiencing avoidance, disengagement, or misalignment
- Teams where leadership decisions carry real human and business consequences
- Conferences and retreats ready for depth — not just motivation



What changes?

- Reduced turnover and burnout
- Clearer, stronger decision-making
- Increased confidence in hard conversations
- Increased innovation
- Greater self-awareness and ownership
- Increased trust

 Kristal sees the potential you're too afraid to claim and holds you to it with unwavering support. Working with her has been one of the most transformative experiences of my career. ~SC

 I learned a whole new language which allows me to better communicate with my team and the results have been astounding. ~MD

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Founder, BGL: Bold Growth & Leadership

Kristal Markle-Temons is a leadership consultant, keynote speaker, and author with more than 20 years of experience. Kristal is known for helping leaders move beyond intention and into behavior — where leadership actually lives.

Kristal has spent her career designing the frameworks, tools, and belief systems that make leadership sustainable. She also created Pennsylvania's Leadership Development Institute (LDI), now a proven standard for servant leadership application.

Her work is grounded in servant leadership, courageous candor, and social intelligence — not as theory, but as daily practice. Kristal was mentored by James C. Hunter, author of *The Servant*, and has facilitated on the same bill as thought leaders such as Simon Sinek, Brené Brown, and Ken Blanchard.

What sets Kristal apart is her rare ability to design bespoke tools rather than relying on off-the-shelf solutions. She developed a nationally normed 360-degree assessment that can be fully customized to an organization's mission, structure, and values — ensuring feedback is not only personal, but strategic and actionable.

Kristal holds a master's degree in Strategic Leadership from Messiah University and is certified by the Hay Group (Korn Ferry) and TalentSmart in emotional intelligence and leadership coaching.

Her clients have included organizations such as the U.S. Department of Veterans Affairs, Discovery Channel, Eaton Corporation, Members 1st Federal Credit Union, and multiple government agencies.

Above all, Kristal brings presence, clarity, and a deep respect for the responsibility of leadership. Her work is not about surface-level inspiration — it's about creating leaders and cultures that can be trusted when it matters most.

BGL
BOLD GROWTH & LEADERSHIP
SINCE 2017



**BOOKINGS &
INQUIRIES**

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Some leaders walk in with a title – this one walks in with a mission.

Our speaker today isn't here to motivate you for a moment.

She's here to change how you think about leadership, activate your courage, and invite you to look more honestly at how the world experiences you.

Kristal Markle-Temons is a leadership consultant, keynote speaker, and founder of BGL: Bold Growth & Leadership. She is known for holding up mirrors – helping leaders see themselves clearly and choose honesty, accountability, and love when it would be easier to stay silent.

Her purpose, like many of us, wasn't formed in comfort. It was shaped through disruption, resilience, and the choice to never quit.

Kristal's presence is grounded, her voice is clear, and her message is simple:

- You don't have to become someone else to lead.
- You just need to become more of who you already are.

Here's why this conversation matters:

Research shows that more than 65% of workplace breakdowns are caused not by lack of talent – but by what leaders avoid saying and addressing.

So before she takes the stage, I'll ask you what she's about to ask you:

- Who are you when silence feels safer than truth?
- What do people experience when they encounter you?
- What becomes possible when leaders choose clarity over comfort?

Please welcome someone who will challenge you – and call you forward.

Kristal Markle-Temons.



THE BGL SPEAKING EXPERIENCE

SPRING 2017

Designed to support clarity, connection, and engagement

Kristal's work is highly interactive and connection-driven. The following setup supports the best possible experience for participants. These preferences are flexible and can be adapted to fit the needs and constraints of the venue.

Staging

Kristal prefers a clear stage or open floor space that allows her to move freely and engage directly with the audience. A small table nearby is helpful for water or notes.

Microphone

For audiences larger than 30, a wireless lavalier or headset microphone is required to support natural movement and interaction. Please inquire about accessibility needs in advance to ensure all participants can fully engage with the experience.

Visuals

Kristal travels with an HP laptop and creates visuals using PowerPoint. A screen and projector visible to all participants is required, along with a strong Wi-Fi connection and available password. Visuals are designed to support conversation and reflection rather than dominate the experience. An easel with Post-it-style flip chart paper is helpful for interactive exercises and participant engagement.

Seating

For workshops, Kristal prefers round tables of 6–8 participants. A modified “U” setup can also work, provided the circle is not closed and Kristal can move easily within the space. Name tents at each table are strongly encouraged to support personalization and connection.

Materials

Kristal's content is tailored to the audience and context. Adjustments may be made close to the event to ensure relevance and alignment with participant needs.

Recording

Recording policies are flexible and can be discussed in advance based on the goals of the event and the desired participant experience.