



SCOTT BROWN, MSOL

Keynote Speaker | Organizational Culture Architect

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Most leaders never got a complete picture of how their organization actually works. They were handed a strategy, a team, and a title ... and left to figure out the rest. Scott Brown built a career studying what happens in that gap.

Drawing on decades inside some of America's most recognized organizations ... Walt Disney World, IKEA, Bloomingdale's, and others ... Scott helps leaders close the distance between the story their organization tells about itself and the story their people are actually living. When those two stories align, people know what they're building and why it matters. When they don't, executives find themselves managing confusion instead of leading people.

Scott holds a Master of Science in Organizational Leadership and is the author of *Overstories*, *Understories*, and *the Messy Middle*. His keynotes don't ask leaders to do something differently. They ask them to see something differently ... and that shift changes everything downstream.

He brings three keynotes to conference and corporate stages: *The Organization No One Showed You*, which surfaces what leaders were never taught about the culture already running their company; *What If Change Was Built on Habits, Not Milestones*, which addresses why most change initiatives collapse and what durable change actually requires; and *Play a Different Game*, which offers a new framework for leaders who have outgrown the old rules.

Scott speaks to audiences where the gap between leadership's intentions and people's experience is costing the organization more than anyone wants to admit. His keynotes don't leave people with a checklist. They leave them with a lens they can't put down.