



ALAN DEREK UTLEY

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Alan Derek Utley is a certified leadership coach with **over 25 years of experience** leading teams and developing **leaders and cultures that last**. He's worked across industries—including aerospace, hospitality, financial services, and nonprofits—supporting leaders through mergers, culture shifts, economic downturns, and global crises.

Alan's coaching expertise is grounded in certifications through Linkage's **Leadership Coaching Program** and as a **Gallup-Certified CliftonStrengths® Coach**. Alan helps leaders get clear on their desired outcomes and results, stay focused, and lead with purpose for greater engagement—especially when the pressure is on.

He coaches leaders across the hierarchy—from new people leaders stepping into their first management role to seasoned executives navigating complexity, scale, and strategic growth.

Alan's coaching clients report **real results, increased engagement scores, and greater clarity in purpose**, role, and expectations. Whether they're leading new teams or scaling established ones, his clients develop a **stronger leadership voice, communicate with confidence, and build trust that lasts**. He helps leaders create space for others to thrive—and **spark the kind of growth that lasts**.

In addition to his coaching work, Alan brings extensive experience as a **senior HR leader** supporting fast-paced, high-growth environments. He has partnered with senior executives to align people, strategy, and culture; launch multi-faceted leadership development programs; manage organizational change; navigate leadership transitions; and advise leaders at every level.

This dual perspective—experienced leader and certified coach—gives Alan unique insight into the real challenges leaders face and what it takes to help them grow with intention.

As the **founder of CULTURATE ADVISORY**, Alan helps leaders **build healthy cultures by design**. His work is grounded in strengths-based leadership philosophies and his proprietary **Fanatical Grace™ framework**—a simple but powerful shift that replaces reactive, survival-based habits with thriving, growth-fueled strategies.

Alan holds degrees from **Baylor University** and **The University of Texas at San Antonio**, where he also taught leadership. He's a sought-after **keynote speaker** and **facilitator**, and the voice behind *The Grace Period*, a leadership newsletter read by hundreds of leaders each month.