

# Design Teams that Work

Most teams aren't planned—  
they're just assembled.

Talented people get placed on teams every day.  
But without a design for how to work, performance  
breaks down:

- Undefined success
  - Accidental accountability
  - Undiscovered strengths
  - Hope as a strategy
- And the result?**  
Clumsy collaboration.  
Disengaged teams.  
Lost productivity.

**Alan helps teams move from guessing how to work  
together to knowing how to win together—by design.**

## What Teams Gain:

- Clarity on individual and team strengths
- Defined roles, ownership, and contribution
- A shared system for executing work together



**Keynote Speaker**  
**Founder - Culturate Advisory**  
**Certified CliftonStrengths® Coach**

UNLOCK HUMAN CAPACITY

From default collaboration → to high-performing teams, by design.

## DESIGNED TEAMING: powered by CliftonStrengths®

Using CliftonStrengths®, Alan helps teams unlock  
the full capacity of their people and aim their  
talent toward real outcomes.

Teams don't just work.  
They perform—by design

## Formats

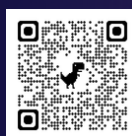
Half-Day Workshop  
Full Day Experience

## Audiences & Events

- Retreats
- Conferences
- Association Meetings
- Leadership Programs
- Teams
- Executives
- Emerging Leaders
- Human Resources

UNLOCK THE CAPACITY INSIDE YOUR ORGANIZATION

[See Alan in Action](#)



[www.alanderekutley.com](http://www.alanderekutley.com)

# Why Alan

- **Deep Executive Coaching** experience across aerospace, manufacturing, hospitality, financial services, education, and nonprofit sectors
- **25+ years in HR leadership**, navigating complexity, crisis, and cultural change
- **High energy, deeply human**— never scripted or corporate
- **Simple, practical tools** leaders use immediately
- **Grounded in experience**, not theory

Participant Feedback

**100%**  
find Alan's  
session  
valuable

**100%**  
would  
bring Alan  
back

## Not Just a Workshop. A Team Experience That Actually Changes How Teams Work.

Alan got the group **up and moving** to **physically engage** with the topic. I appreciated his **insight, humor,** and **vulnerability**.

- Kindall Shannon  
Architect, RVK Architecture

Alan has the **uncanny ability** to turn assessments into **engaging** and **actionable conversations**. His **open, honest,** and **vulnerable nature** creates an **intoxicating learning** atmosphere. I would recommend Alan for any company looking to **drive awareness and improvement** in their team.

- Allie Fillingim  
Program/Project Manager, CPS Energy

**Eye opening and encouraging.**  
You leave with the desire to **put into practice** what you've learned.

- Kevin Cortez  
Architectural Division 8

**Incredibly engaging and informative.**  
I gained real self-awareness and practical tools I could use immediately."

Attendee

Trusted by teams across industries, including:



# Build Cultures that Work

When performance slows,  
most organizations default to the same playbook:  
*Tighten control. Push harder. Reinforce power.*

But when they do, teams don't thrive—  
they shift into survival mode.

- **Urgency** → replaces clarity
- **Perfection** → replaces progress
- **Control** → replaces alignment

And the result?

Performance slows. Alignment breaks down. Capacity goes unused.

Alan helps leaders recognize and shift these patterns—  
unlocking the capacity that drives performance.

## What Teams Gain:

- See what's actually limiting performance
- Shift leadership patterns in real time
- Build alignment, trust, and execution across teams



**Keynote Speaker**  
**Founder - Culturate Advisory**  
**Creator of Fanatical Grace™**

UNLOCK HUMAN CAPACITY

## Experience the Shift

### THE GRACE ADVANTAGE: Three Shifts for Thriving Teams

Most cultures don't fail by design—  
they default into patterns that limit performance.

Alan reveals those patterns,  
shows how survival mode takes hold,  
and gives leaders a **clear path to unlock capacity.**

### Formats

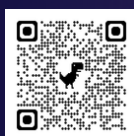
Keynote | In-Person | Virtual  
Workshop | Half-Day | Full-Day

### Audiences & Events

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[Watch Alan in Action](#)



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# Why Alan

Participant Feedback

**100%** find Alan's session valuable

**100%** want Alan to speak again

- Created the *Fanatical Grace™* framework, built from real-world transformation work
- 25+ years in HR leadership, leading through crises, complexity, and cultural change
- Grounded in experience, not theory
- Simple, practical tools leaders use immediately
- High energy, deeply human — never scripted or corporate

Alan's delivery had a **profound impact**. He paved the way for deeper conversations and connection throughout the day. Alan truly is one of a kind.

- Clarissa Flores  
Executive Director, Blood Cancer United

Alan's talk was very **eye-opening**. I realized we need to evolve into creating a safe space for our employees. I can't wait to take this back to my team.

- Joanna Hernandez  
Chief People Officer, EMBREY

Alan captivates audiences and shares a **powerful message**.

- Chris Rodriguez  
Chief Learning Officer, Family Service

Alan captured the entire room. His genuine and authentic self was **inspiring and contagious**.

- Kristen Harder  
Senior Vice President, HUB International

Alan delivered more than a presentation. **He created an experience.**

- SHRM San Antonio  
Symposium Committee

Alan brought **powerful energy** to the stage. He packed his session with **practical insights** that professionals can **immediately apply**.

- Heather Staples  
Associate Dean, UTSA

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