

# 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

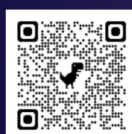
Keynote | In-Person | Virtual  
Workshop | Half-Day | Full-Day

### Audiences & Events

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

UNLOCK THE CAPACITY INSIDE YOUR ORGANIZATION

[Watch Alan in Action](#)



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



# Why Alan

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

- SHRM San Antonio Symposium Committee

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

- Heather Staples  
Associate Dean, UTSA

