



When culture breaks, business growth stops.

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

Too many leaders rely on **pressure**, **perfectionism**, and **power** as the path to peak performance. But these strategies don't accelerate growth—they choke it. **They stall innovation, stifle humanity, and lock away the very capacity organizations need most.**

The truth is, we don't do more under pressure—we do less. Burnout rises. Progress slows. Fear takes over. And businesses fall short of their true potential.

Alan introduces Fanatical Grace™, a leadership framework that helps leaders close the gap between people and performance. By creating space for people to thrive, leaders spark the growth their business was built for.

What Audiences Gain:

- Clarity to recognize and replace patterns that break culture
- Confidence to unlock capacity and spark growth
- Tools to lead with both humanity and results

LET HUMANITY IN

Signature Keynote

The Grace Advantage: Three Shifts for Thriving Teams

A practical, grace-fueled, growth-based approach to closing the gap between people and performance.

Audiences & Events:

- HR conferences
- Team offsites
- Leadership programs
- Entrepreneur events
- Corporate symposiums
- All-company meetings

Flexible Formats:

- 30-min TED-talk style
- 60-min keynote
- 2-hr workshop

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Watch Speaker Reel



Why Alan

99% find Alan's session valuable

100% want Alan to speak again

- ▶ **Transforms toxic patterns into growth** with his *Fanatical Grace™* framework.
- ▶ **25+ years in HR leadership**, navigating crises, mergers, and cultural turnarounds.
- ▶ **TED-style delivery:** concise, engaging, relatable, and story-driven.
- ▶ **Interactive & memorable** — from the “yellow ball” demo to practical audience tools.
- ▶ **Gallup-Certified CliftonStrengths® Coach**, trusted by Fortune 500 leaders

"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, Leukemia & Lymphoma Society

"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