



ALAN DEREK UTLEY

Human Performance | Leadership Founder, Culturate Advisory

Alan helps leaders and teams unlock the human capacity inside their organizations—so people perform better and cultures actually work.

Alan Derek Utley is a keynote speaker, certified leadership coach, and senior HR executive with 25+ years of experience helping organizations improve performance by transforming workplace culture.

He has worked across aerospace, manufacturing, hospitality, financial services, education, and nonprofit sectors—supporting both frontline teams and executive leaders through moments that matter most: crises, transitions, and cultural turning points.

Alan is a former leadership instructor at UTSA and a Gallup-Certified CliftonStrengths® Coach and Organizational Development Certified Professional (ODCP), bringing both academic depth and real-world experience to his work.

As the founder of Culturate Advisory, Alan helps organizations unlock human capacity through keynotes, workshops, and coaching experiences that are both practical and deeply engaging. His sessions create real-time shifts in how leaders think, communicate, and lead.

Alan has delivered high-impact sessions for organizations including SHRM San Antonio, Natural Bridge Caverns, HUB International, Metro SA Chamber, Travel + Leisure Co., and Blood Cancer United.

Post-event evaluations consistently show:

- **100%** of attendees found the session valuable
- **100%** would recommend or attend again

Leaders describe Alan's work as "eye-opening," "captivating," and "powerful"—equipping them with practical tools they can use immediately to lead better, build stronger teams, and create healthier, high-performing cultures.



SIGNATURE PROGRAMS

- **The Grace Advantage™** – Transform workplace culture by changing how leaders respond under pressure
- **Designed Teaming™** – Help teams perform better by aligning strengths, roles, and execution