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Alan Derek Utley is a keynote speaker, certified leadership coach, and senior HR leader with more than **25 years of experience** transforming workplace cultures across aerospace, manufacturing, hospitality, financial services, education, and nonprofit sectors.

He is a **Gallup-Certified CliftonStrengths® Coach**, graduate of Linkage's Leadership Coaching Program, and an **Organizational Development Certified Professional (ODCP)** with the Institute for Organization Development. Alan has navigated organizations through crises, mergers, leadership transitions, and **cultural turnarounds**—experience that shapes his practical, real-world approach to leadership development.

He has also taught leadership at **The University of Texas at San Antonio (UTSA)**, bringing academic depth to his practitioner experience.

As the founder of **Culturate Advisory**, Alan helps businesses grow through proprietary assessments, workshops, and coaching that unlock the human capacity within. His keynotes are known for their TED-style delivery—concise, story-driven, and highly engaging—with memorable interactive moments that reveal outdated leadership strategies that stifle growth.

Alan has delivered **high-impact sessions** for audiences such as the Metro Chamber Leadership Lab, HUB International Benefits Brew, CPS Energy, Family Service Leadership Academy, Venture X, and the HR + Safety Congress with HCHRNA, where his breakout session was standing-room-only. Post-event evaluations consistently show 99% of attendees find his sessions valuable and **100% want to hear him speak again**.

Leaders describe Alan's delivery as **"profound," "eye-opening,"** and **"captivating"**—paving the way for deeper conversations, stronger connection, and healthier workplace cultures. His work equips leaders with practical, **actionable tools** that create space for people to thrive and spark the kind of growth that lasts.

