



When culture breaks, **business growth stops.**

Keynote Speaker | 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
- Tools to lead with both humanity and results
- Confidence to unlock capacity and spark growth

Create Space. Spark Growth. Fuel Results.

Signature Keynote

Transforming Toxic Culture: Three Shifts for Thriving Teams

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

Audiences & Events:

- HR conferences
- Leadership programs
- Corporate symposiums
- Team offsites
- Entrepreneur events
- 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