

SIGNATURE EXECUTIVE KEYNOTE · 45-60 MINUTES, CUSTOMIZABLE

The Unburdened Leader

The keynote that restores the capacity your leaders have been quietly losing.



Your leaders aren't short on capacity. Something is occupying it.

In every high-pressure organization, leaders chase more capacity: more resilience, more output. But the ceiling on executive performance is rarely skill or effort. It is the Emotional Overhead leaders carry — the unresolved conflict, resentment, and regret that keeps the nervous system activated and quietly borrows against judgment, presence, and energy.

Dean has spent twenty years inside the emotional machinery of leadership, and he has named the hidden driver most organizations mislabel as burnout. Drawing on his own story and the E.D.G.E. Forgiveness Development Method, he names what executives are actually living, shows why workload is not the real problem, and makes the science of capacity simple, personal, and impossible to forget. Not therapy. Not inspiration that fades by Monday. They don't just hear about Emotional Overhead — they feel the weight lift in real time.

AUDIENCES WALK AWAY WITH

- › A clear map of the Emotional Overhead quietly taxing their judgment, presence, and decisions
- › A working introduction to the E.D.G.E. Method, and the first step they can take the same day the keynote ends
- › A preview of the daily reset practice that restores clarity and steadiness
- › A first look at the H.U.M.A.N. Bridge, the empathy sequence that settles the nervous system — releasing the grip of a conflict without excusing the behavior or requiring reconciliation

IDEAL FOR

Annual executive conferences, board offsites and retreats, leadership development summits, and C-suite gatherings.

WHAT THEY'RE SAYING

"I've worked with speakers for years, and that was one of the best presentations I've ever seen."

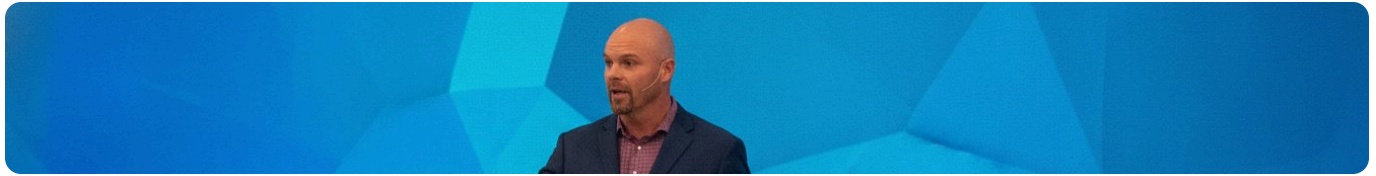
Bob McKinnon, Director of Leadership Development, EXIT Realty Corp. International

FORMATS Single keynote · the E.D.G.E. Intensive (keynote + the Half-Day Workshop) · keynote + the Full-Day Workshop · multiple sessions across a multi-day conference

BOOK DEAN dean@deanericsmith.com · 206-853-1264 · deanericsmith.com

The Capacity Crisis

The keynote that restores your clinical and executive leaders before the system loses them.



Burnout isn't an empty tank. It's an occupied one.

Let it be said plainly: the staffing is unsafe, the administrative burden is indefensible, and neither one is the fault of the people delivering care. Neither one gets solved by asking anyone to cope better. But the system is not the only thing occupying your leaders' capacity. They carry the service line they had to close, the physician who left angry, the reduction in force they signed, the board that wants the margin and the medical staff that wants the mission — and because they are the ones in charge, they believe they are supposed to hold all of it.

Dean knows this world from the inside: 13 years in the healthcare industry, in thousands of real conversations with physicians, nurses, and the staff who hold a practice together, and his current work coaching physicians one-on-one across the country. He reframes healthcare's defining crisis — the real driver of leader turnover isn't workload, it is the Emotional Overhead leaders carry without permission to name it — and gives leaders the E.D.G.E. Method to release what they carry. This is not offered instead of fixing the system. It is what makes that fight winnable.

AUDIENCES WALK AWAY WITH

- › A clear picture of the Emotional Overhead driving fatigue, moral distress, and reactive decisions
- › A working introduction to the E.D.G.E. Method, and a first step they can take in the hardest moments care leadership brings
- › A preview of the daily practice that protects clarity and steadiness under sustained pressure
- › A first look at the H.U.M.A.N. Bridge: releasing the grip of conflict without excusing behavior, lowering accountability, or requiring reconciliation

IDEAL FOR

Healthcare leadership forums, physician and nurse leadership programs, health system executive retreats, and medical association conferences.

WHAT THEY'RE SAYING

"His message is always passionate and life-changing and we have requests for him to return time and time again."

Dr. Gregory Jantz, Founder, The Center: A Place of Hope

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The E.D.G.E. Intensive

First they release. Then they lead.



A keynote moves a room. A method changes how they lead. The E.D.G.E. Intensive delivers both in a single day.

The morning opens with the Unburdened Leader keynote, the shared experience that reframes the room. The afternoon is the Half-Day Workshop — two to three hours of focused, hands-on work where leaders take the four steps of the E.D.G.E. Forgiveness Development Method into their own real challenges, guided by Dean.

The keynote reaches everyone in the room. The workshop takes your leadership team all the way through the work. Teams leave with a nervous-system reset, a personal action plan, and the framework worked through on their own real challenges, so the shift becomes a durable practice rather than a moment they hope to recapture.

YOUR LEADERSHIP TEAM WALKS AWAY WITH

- › A personal map of the Emotional Overhead affecting their leadership
- › Hands-on practice with all four steps of the E.D.G.E. Method
- › All five steps of the H.U.M.A.N. Bridge reviewed, with one walked in full
- › A 30-day on-ramp and a first application step, written in the room against their real challenges
- › A daily reset practice already underway before they leave the room

IDEAL FOR

Leadership offsites, executive team retreats, multi-day conferences, and organizations ready to go beyond a keynote.

WHAT THEY'RE SAYING

"Dean possesses a certain kind of magic. His energy and enthusiasm are unparalleled."

Channon Quinn, COO, Gluten Intolerance Group

Booked Dean back for a second Full-Day Workshop at their annual employee conference.

FORMATS The Unburdened Leader keynote (45–60 min) + the Half-Day Workshop (2–3 hours) · also available with the Full-Day Workshop (5–6 hours), which walks all five H.U.M.A.N. Bridge steps start to finish

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