

SPEAKER KIT

Dean Eric Smith

Keynote Speaker | Executive Leadership Coach | Forgiveness Development Pioneer



Plenty of speakers talk about burnout. Dean Eric Smith goes after what causes it.

For 20 years, Dean has been speaking about one of the most powerful, yet overlooked, practices in leadership. Since 2013, he has coached executives and high performers to lead at their best. He helps leaders find and release Emotional Overhead: the unresolved conflict, resentment, and regret that quietly drains the clarity, resilience, and capacity that leadership requires.

His keynotes are grounded in real neuroscience and real stakes, immediately applicable, and built around genuine breakthroughs in the room. Audiences do not just leave inspired and forget it by Monday. They leave with a repeatable method they can use the next morning. And audiences laugh out loud one minute and wipe away tears the next — levity is what keeps a room open to the heaviest subject a leader carries.

Dean has led leadership workshops and coaching programs for teams at Boehringer Ingelheim and AstraZeneca, and his keynotes, workshops, and coaching have reached teams at organizations including Optavia, the Gluten Intolerance Group, and EXIT Realty Corp. International.

About Dean

Dean Eric Smith is a keynote speaker, Executive Leadership Coach, and the pioneer of a discipline he calls Forgiveness Development. His authority on the subject was not earned in a classroom. When Dean was twelve, his mother was murdered by his stepfather. For years he carried that weight the way many leaders carry their own, until decades later he made a different choice. He forgave the man who killed his mother, sat with him face to face, and ultimately helped him forgive himself. That journey became the award-winning documentary *Live to Forgive*, which Dean executive produced.

From that experience, Dean built the E.D.G.E. Forgiveness Development Method, a rigorous, secular, evidence-based framework that gives leaders a repeatable way to set that weight down and lead at full strength. He is the author of *The Forgiveness Habit* and holds a Master's in Organizational Leadership. Offstage, he is a husband to his wife, Molly, a father of two teenagers, and, by most accounts, a pretty funky beatboxer.

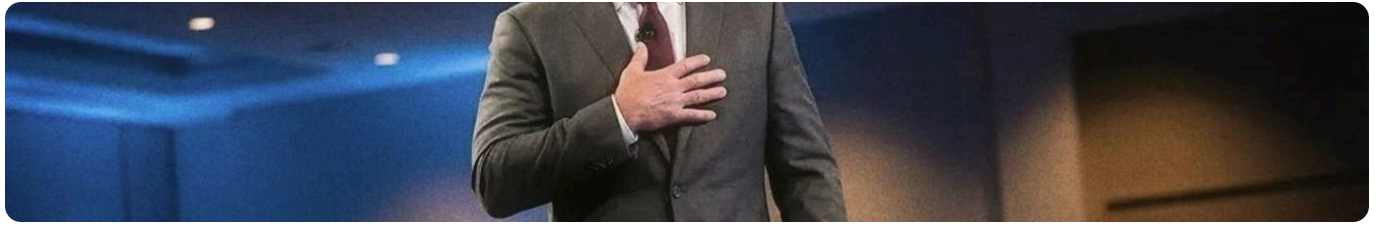
Reach Dean's team

dean@deanericsmith.com | 206-853-1264 | deanericsmith.com | linkedin.com/in/deansmithcoaching

SIGNATURE EXECUTIVE KEYNOTE

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

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

HALF-DAY TRANSFORMATION

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.

THE FRAMEWORK

The E.D.G.E. Forgiveness Development Method

Examine · Decide · Ground · Elevate. Set It Down. Lead Unbound.

Every step happens without a conversation, a confrontation, or anything required from anyone else. Nothing is excused, and no one is let off the hook. Each step earns the next.

E

Examine the Cost

Each leader names what they are carrying and what holding on is costing their capacity. Facts, not verdicts, and the leverage that makes the next step possible.

D

Decide to Release

With the cost now undeniable, each leader makes the deliberate choice to release: decisional forgiveness, a leadership decision rather than a moral one, real even before the feeling catches up.

G

Ground the Response

Leaders walk the H.U.M.A.N. Bridge themselves, settling the nervous system so the decision is no longer only head knowledge and the work ahead can take root.

E

Elevate Your Capacity

Tools they take home: a focused 30-day on-ramp, then a practice for the rest of their careers, genuinely replacing unproductive emotions rather than overruling them, with capacity returning the longer they are used.

ORGANIZATIONS & AUDIENCES

A sample of who Dean has reached

Dean has led leadership workshops and coaching programs for teams at Boehringer Ingelheim and AstraZeneca, and his keynotes, workshops, and coaching have reached teams at organizations including:

Healthcare & Life Sciences

AstraZeneca
Boehringer Ingelheim
GSK

Enterprise & Consumer

Nordstrom
Alaska Airlines
Robert Half

Health, Wellness & Community

Optavia
Gluten Intolerance Group
EXIT Realty Corp. International

PLANNING YOUR EVENT

Fees, Formats & Logistics

Published fees, no mystery. Everything your committee will ask for first.

SPEAKING FEES

Live Keynote Experience

\$15,000 USD

Full customization to your audience, theme, and industry included. Travel buyout: \$1,500 domestic / \$2,500 international — covers all standard travel, no surprises.

Virtual Keynote

\$10,000 USD

Your keynote delivered live via Zoom or your platform. Custom pre-event communication and a post-event resource guide included. No travel costs, available across time zones.

The E.D.G.E. Intensive

\$24,500 USD

The Unburdened Leader keynote plus the Half-Day Workshop (2–3 hours). Travel buyout applies. Limited dates available annually.

DURATIONS & FORMATS

KEYNOTES

45–60 minutes, customizable to your agenda

FORMAT OPTIONS

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

DELIVERY

In-person or virtual, across North America and beyond

TECHNICAL REQUIREMENTS

AUDIO

Wireless lavalier or handheld microphone

STAGE

Freedom to move, plus a stool or small table with water

AV

HDMI connection with slide/PowerPoint capability

ROOM SETUP

Theater or banquet style — Dean works any room configuration

Working with Dean's team

You'll hear back within 24 hours, always. Every keynote is tailored to your audience, your industry, and your event theme — nothing off the shelf. Dean's tech and logistics needs are minimal; his impact on your audience is anything but.

Testimonials

"If you're deciding whether to book him, don't overthink it. He'll take care of your audience, he'll take care of you, and your people will still be talking about him afterward. Dean is the one."

Erin Loman Jeck, CEO, Transformational Speakers Agency

Brought Dean in to keynote her Palm Springs event.

"Dean doesn't deliver a presentation; he creates an experience. With my sales team, it translated directly to stronger performance, increased accountability, and exceptional market share growth."

Roger Dougherty, Former Sales Director, AstraZeneca

"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

"Wow, from his silliness and his fun and his energy to his depth and his sophistication... Unbelievable!"

Paul Blanchard, President, Habit Finder

"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

"Dean's compassionate and honest approach helps people move beyond hardship, communicate more effectively and discover a healthier, more empowering way forward."

Cynthia Kelly, CEO, Gluten Intolerance Group

Her organization booked Dean's Full-Day Workshop for their all-staff conference two years running.

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

Channon Quinn, COO, Gluten Intolerance Group

Thank you for the opportunity to connect.

Book Dean

Dean Eric Smith

dean@deanericsmith.com | 206-853-1264

deanericsmith.com | [linkedin.com/in/deansmithcoaching](https://www.linkedin.com/in/deansmithcoaching)