

# DR. DEAN *Hess*



Dr. Dean Hess is a transformational leadership facilitator who creates the conditions for real change, not surface insight.

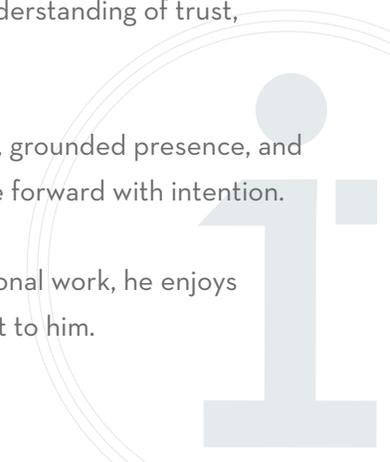
His work challenges leaders to slow down, look inward, and take responsibility for how their behaviors shape culture, trust, and results. Dean leads with uncommon authenticity, modeling vulnerability, transparency, and self-awareness in a way that invites others to do the same. The result is not performative conversation, but honest engagement and lasting behavioral shift that shows up both professionally and personally.

Dean brings more than three decades of leadership experience across two of the most demanding environments possible: public education and military service. In education, he served as a science teacher, assistant principal, principal, and ultimately superintendent, leading districts through change that strengthened students, staff, and the communities they served. His leadership was marked by clarity, consistency, and a deep commitment to people development.

In parallel, Dean served more than 20 years as an officer in the United States Army and Wisconsin Army National Guard, including leadership roles as a company and task force commander in aviation units deployed to Kuwait and Iraq. These experiences, often in high-stakes and austere conditions, forged his practical understanding of trust, accountability, and decision-making under pressure.

What sets Dean apart is not just where he has led, but how he leads. He brings lived experience, grounded presence, and a steady confidence that allows leaders to confront hard truths without defensiveness and move forward with intention.

Dean lives in the Oconto Falls area with his wife, Lucy, and their animals. Outside of his professional work, he enjoys hunting, fishing, reading, playing guitar, and investing deeply in the relationships that matter most to him.



# MOST *requested* TOPIC

## KEEP FLYING THE PLANE

Blending real-world leadership experience from education and military service, Dean challenges audiences to examine how their behaviors, assumptions, and habits shape the cultures they lead. His keynotes create space for honest reflection, practical insight, and the kind of clarity that drives lasting change, not just motivation in the moment.

Known for his calm presence and direct, human approach, Dean leads audiences through conversations that are engaging, grounded, and deeply relevant. Leaders leave with a renewed sense of responsibility, stronger self-awareness, and a clear understanding of how to show up differently in their roles, teams, and organizations.

Dean's keynotes are ideal for leadership conferences, executive teams, and organizations ready to move from awareness to action.



If your organization is seeking an impact speaker,

**Call our office or email us at:** office: **920.432.0268** or email: **info@initiative-one.com**

Leadership Programs & Retreats | Colleges & Universities | Career Programs  
Conference Keynotes & Workshops | Professional Development Conferences

