



SPEAKER • FACILITATOR • HUMAN



Because People Change EVERYTHING.

Leadership gets complicated the moment real people enter the room.

Ed Shanley helps organizations navigate the human side of leadership through candid storytelling, practical tools, and highly interactive experiences.

Whether he's delivering a keynote or facilitating a workshop, Ed combines humor, hard-earned insight, and real-life experience to help people better understand themselves, connect with the people counting on them, and lead more effectively when things get messy.

WHAT AUDIENCES SAY

"After Ed spoke at two of our chapter events, we liked him so much that we invited him back to conduct a workshop at our Professional Development Day. People connected with him immediately. They appreciated how engaging, practical, and genuinely helpful his approach was, and his workshop was one of the favorites. Ed was professional, a pleasure to work with, and consistently delivered both fun and real value."

— Julie Bohn, Board Member & Treasurer
IIBA Columbus

"Ed has a unique way of connecting with his audience. With his poignant storytelling, he helps his audience connect with their deeper self, expand their vision for the future, and believe in themselves. I highly recommend him."

— J.G.

WHAT ED BRINGS TO THE ROOM

- Candid storytelling that helps people see themselves and others differently.
- Humor, reflection, and interaction that keep audiences engaged.
- Practical tools that make complex human dynamics easier to navigate.
- A people-first perspective shaped by decades of leading and working inside complex organizations.
- Thought-provoking questions that challenge assumptions and help people see what they may be missing.
- A customized experience shaped around your audience, organization, and goals.

ABOUT ED

Ed Shanley is a speaker, facilitator, and tech leader who has spent decades trying to understand one deceptively simple thing: people.

His career has placed him in the middle of complex organizations, team dynamics, difficult conversations, and moments when leadership models weren't enough.

Drawing from communication, emotional intelligence, psychology, and lived experience, Ed brings humor, hard-earned insight, and humanity to every room. His candid, relatable approach invites people to laugh, reflect, and see themselves—and those around them—a little differently.

LET'S CONNECT



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KEYNOTES

When Leadership Becomes Real

Leadership models look great on paper, but real life rarely follows the plan. Through candid stories, humor, and practical insight, Ed helps leaders navigate misunderstandings, strong emotions, difficult personalities, and moments when they aren't sure what to do next. Audiences leave asking a more powerful question—"What am I missing?"—and seeing the people they lead differently.

Standing on the Shoulders of Hidden Heroes

None of us gets where we are alone. In this moving, story-driven keynote, Ed invites audiences to recognize the people who carried, challenged, taught, and believed in them—often without realizing their impact. Participants leave with a deeper appreciation for interdependence and a renewed willingness to ask for help, offer it freely, and acknowledge the hidden heroes all around them.

WORKSHOPS

Real Leaders. Real Life.

Real Leaders. Real Life. is an interactive leadership experience for the moments when people don't behave like the textbook says they should. Through candid conversation, practical tools, reflection, and hands-on activities, participants learn to understand themselves, connect with others, communicate more clearly, and lead real people through the messiness of real life.

Available as a full-day or three-day immersive.

The Communication Gap

Why What You Say Isn't Always What They Hear

What we say and what others hear aren't always the same. This interactive workshop explores how wording, timing, tone, assumptions, experiences, and emotions shape every message. Participants leave with practical tools to catch misunderstandings, restore understanding, protect relationships, and move important conversations forward.

Available in 60- to 90-minute, half-day, and full-day formats.

More Than a Feeling

Putting Emotional Intelligence to Work

Emotions don't disappear when the workday begins. This interactive workshop helps participants understand what their emotions may be signaling, recognize how emotions shape decisions and relationships, and use practical emotional-intelligence tools to respond intentionally, communicate more clearly, and lead with greater impact.

Available in 60- to 90-minute, half-day, and full-day format

BUILT FOR YOUR PEOPLE

No canned speeches. No generic workshops.

I'll work with you to understand your organization, the people in the room, the challenges they're navigating, and what you want them to take away. Then I'll adapt the stories, examples, activities, and practical tools so the experience feels created for your people - not simply delivered to them.

Let's create the right experience for your audience