

James E. Page, Jr.

Keynote speaker · Executive advisor · TEDx speaker

Culture that *performs*.

More than 25 years inside complex institutions — from Dell, where he began as an engineer, to executive leadership teams at Johns Hopkins, Vanderbilt University, and The Nature Conservancy. Candid, evidence-based, and immediately practical.

TEDx

Baltimore · ReservoirHigh

3 ELTs

TNC · Hopkins · Vanderbilt

25+ yrs

4 sectors



SIGNATURE KEYNOTES

01 Culture Is How the Work Gets Done

Culture isn't a poster or a survey score. It's the roles, decisions, incentives, and habits that determine whether strategy happens.

02 Leading People Through Change

Lessons from leading employees through Baltimore's 2015 unrest and a global matrix redesign: keeping trust while everything moves.

03 Beyond Good Intentions

Building on the TEDxBaltimore talk: why good intentions rarely change outcomes — and how trust, belonging, and accountability do.

04 The Human Side of AI at Work

An engineer's view of the people side of AI: building capability, trust, and clear accountability as work changes.

NATIONAL AUDUBON SOCIETY · LET'S TALK KEYNOTE · JANUARY 2026

"Your message exceeded expectations and created space for thoughtful reflection and dialogue."

Kwame Davenport

Senior Director, EDIB Strategic Initiatives · National Audubon Society

96%

found the content
easy to understand

84%

would recommend
to a colleague

76%

felt confident
applying it

Participant survey results

FORMATS

Keynote (typically 45–60 min + Q&A)
Executive or board briefing
Half- or full-day workshop
Fireside chat, panel, or moderator
In person or virtual

AUDIENCES

Health systems & academic medicine
Colleges & universities
Nonprofits & foundations
Corporate leadership teams
Associations & HR leaders

WHAT PEOPLE SAY

"One of James's strengths is his ability to connect people, culture, and strategy in a practical way."

Michael Tetreault · Head of People, Culture & Organizational Excellence, The Nature Conservancy

SELECTED STAGES & HOSTS

TEDxBaltimore · TEDxReservoirHigh · National Audubon Society · Allstate · Johns Hopkins

BOOKING & INQUIRIES

info@JamesEPage.com · JamesEPage.com · linkedin.com/in/jimepage · Nashville, Tennessee

Watch the TEDx talk