



Lance Bradshaw, MBA, MHA

Director, HR Workforce Transformation – Intermountain Health
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Doctoral Candidate (EdD), Healthcare Leadership and Learning

Lance Bradshaw is an HR executive and thought leader operating at the intersection of healthcare operations and workforce innovation. For over 20 years, he has helped organizations navigate complex changes. In his current role as Director of HR Workforce Transformation at Intermountain Health, Lance focuses on the future: modernizing talent strategies, leveraging AI and skills intelligence, and preparing leaders for the digital health landscape. He bridges the gap between practice and theory by teaching as an adjunct professor and pursuing doctoral research on impostor syndrome and confidence in healthcare leadership.

Contact

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Speaking Topics

- **AI-enabled leadership development & coaching** – practical frameworks to help clinicians adopt AI responsibly and build confidence.
- **Workforce transformation & skills intelligence** – designing future-ready talent models that support caregivers and patients.
- **Building confidence & overcoming impostor syndrome** – strategies to reduce impostor syndrome and strengthen leader confidence.
- **Digital health adoption & AI governance** – responsible innovation, governance, and risk management for healthcare AI.
- **Organizational behavior, culture change & team effectiveness** – proven techniques to build resilient, mission-driven teams.

⇓ See next page for past and upcoming confirmed speaking engagements ⇓

Featured Past Appearances

Conference	Location	Date
Swaay.Health LIVE	San Diego, CA, USA	April 2025
HR Technology Conference & Exposition	Las Vegas, NV, USA	September 2025
HR Healthcare	Boston, MA, USA	October 2025
AI in Healthcare & Pharma	Boston, MA, USA	November 2025
CHPRMS Annual Conference	Asheville, NC, USA	November 2025

Upcoming Confirmed Engagements*

Conference	Location	Date
INHWE Online Conference	Online	January 7–9, 2026
World HRD Congress	Mumbai, India	February 16–18, 2026
HR Solutions in Healthcare	Toronto, Canada	February 26–27, 2026
ACHE Congress on Healthcare Leadership	Houston, TX, USA	March 2–5, 2026
Transform	Las Vegas, NV, USA	March 23–25, 2026
APQC Connect	Houston, TX, USA	April 22–23, 2026
ASHHRA Conference	Savannah, GA, USA	May 17–19, 2026

**Note: Additional events are pending confirmation; please get in touch with Lance for the latest availability.*