

MEDIA KIT

2026

ANDREW LEE

SPEAKER • HR + AI • LEADERSHIP

I help HR teams deploy AI without losing the human conversation, and I help leaders have the talks the software still can't.

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CAREERUNLOCKED, INC. • VETERAN-OWNED • EST. 2015

About Andrew

Andrew L. Lee is an expert in leadership strategy, talent management, and talent acquisition—SHRM-SCP, not an AI researcher. With more than 15 years in corporate functions and agency recruiting, he brings a practical view of what it takes to win as AI changes how people hire, manage, and lead.

One brand, two tracks. For HR, TA, and CHRO rooms, he is the people-function expert who helps teams deploy AI without handing the agenda to IT—and without losing the human conversation. For managers and executives, he helps leaders have the talks the software still can't: hiring, performance, conflict, and credibility.

Andrew is a keynote speaker and the author of **Lead to Excellence: The Guide to Modern Leadership**, a number-one best-selling eBook on Amazon. He delivered the TEDx talk “How to Interview and Find a Rockstar.” He is SHRM-SCP certified, a member of NSA Carolinas (National Speakers Association, Carolinas chapter), and serves on several advisory boards. Through CareerUnlocked, Inc.—the veteran-owned firm he founded in 2015—he offers keynote speaking, executive coaching, and leadership development.

Andrew is a Veteran and a native of Charlotte, N.C., where he lives with his wife Tiffany and their daughters Elizabeth, Isabelle, and Charlotte.

SHRM-SCP

VETERAN

TEDX SPEAKER

AUTHOR

NSA CAROLINAS

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“Andrew’s coaching revolutionized our leadership team, guiding us through talent acquisition and management during a tumultuous year.”

MOLLY HALL

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Speaking Topics & Workshops

Andrew is a SHRM-SCP people-leader—not an AI researcher. Track A is the expert wedge: deploying AI in the people function. Track B is how it lands: judgment, feedback, and the talks software still can't do.

SIGNATURE 01 · TRACK B

Tough Conversations

A 1 hour 45 minute workshop: the science of why leaders avoid critical employee discussions, a 6-step framework, and role-play.

SIGNATURE 02 · TRACK A

AI in the People Function

What HR should own before IT does. Flagship session for HR, TA, and CHRO rooms—the expert wedge.

SIGNATURE 03 · TEDX

How to Interview and Find a Rockstar

Simulate the work, give real feedback, and hire for what people can do—not what a machine can write.

TRACK A · DEPLOYING AI IN HR

For HR, talent acquisition, and CHRO rooms. The expert wedge.

AI in the People Function: What HR Should Own Before IT Does

Keep the people agenda—don't hand it to systems.

Interviewing When the Resume Was Written by a Machine

From his TA work and "The Current Interview Format is Dead."

A Practical Stack: Where AI Helps in TA, L&D, ER, and Where It Breaks

A working map of the people function—not a vendor tour.

What Stays Human: Talent Decisions You Should Not Automate

Hiring, conflict, and performance calls that still need a person in the room.

Building HR Credibility While You Roll Out AI

Stay in the conversation as the tools land.

From Pilot to Policy: How HR Actually Deploys AI Without Creating a Mess

Governance, rollout, and the work after the demo.

ALSO OFFERED

HR: Solving the Crisis of Credibility · The Science of Talent Management · What You Should Know about Talent Acquisition · Three Keys to Improve L&D Teams

Offered sessions, framed from HR and leadership practice—not published AI research.

TRACK B · LEADERSHIP

For managers and executives. How the work lands.

Tough Conversations · 1H 45 WORKSHOP

Science of avoidance, 6-step framework, and role-play.

Leading Humans in an AI Workplace

Feedback, coaching, and credibility when work is being automated.

Performance Management When the Work Is Changing

Standards and talks that still require a manager.

Building a Leadership Philosophy That Survives Automation

A point of view that outlasts the next tool.

The Manager's Job Now: Judgment, Feedback, and Belonging

What the role is for when software takes the busywork.

How to Interview and Find a Rockstar · TEDX

Simulate the work; hire for what people can do.

ALSO OFFERED

Three-Part Internal Leadership Series (Leadership Philosophy · Personal Development · Performance Management) · Definition of a Manager · Creation of your personal brand · Three Secrets to Developing Leaders

PAST SPEAKING ENGAGEMENTS



#1 BEST-SELLING EBOOK ON AMAZON

Lead to Excellence

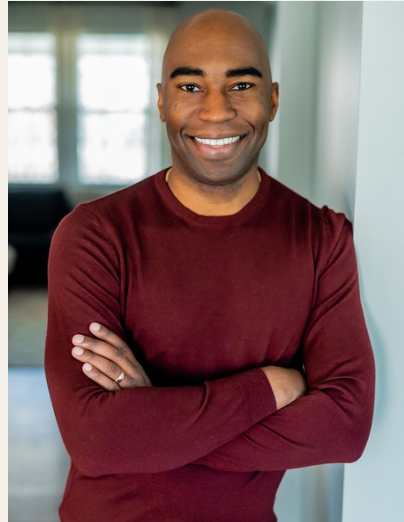
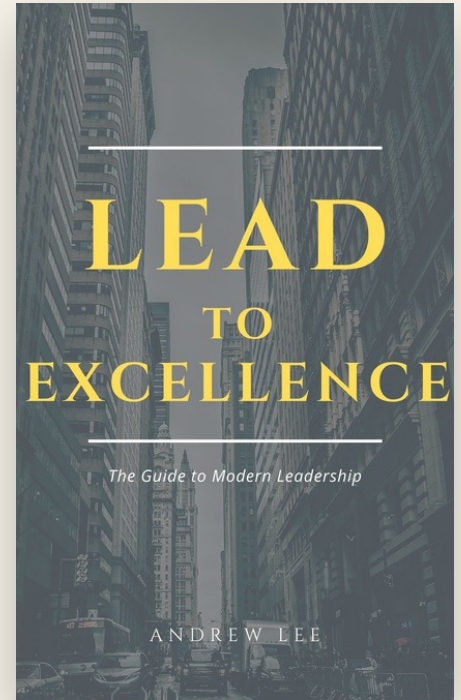
THE GUIDE TO MODERN LEADERSHIP

A modern guide for leaders who still have to lead people—even as the tools change

The word leadership is used so much that it can be easy to forget what it truly means. Position power and traditional leadership techniques are no longer enough in today's dynamic environment. In **Lead to Excellence**, Andrew Lee uses storytelling and statistics to reveal a modern guide to leadership. He takes you through his personal experiences as an employee and lays out a series of steps that any leader—or aspiring leader—can follow.

If you are an aspiring leader, a new leader, an established leader, or if you need to freshen up your leadership skills, this book is the place to start. Andrew uses humor, drama, and real-life situations to bring to life the importance of leadership and how it affects the employee.

Throughout the book, Andrew breaks down the definition of leadership and provides tools on how to attract talent, create a leadership philosophy, and much more. When you finish this book you will be inspired and motivated to “Lead to Excellence”!



CONSULTING | SPEAKING | SEMINARS

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