

**DREA LYNN**

ATTORNEY · FRACTIONAL COO · AUTHOR

# Help Them Quit, So They Will Stay

— Keep Your Best People by  
Investing in Their Ambition



Ambition is not disloyalty. Pizza won't keep your best people.

## THE TALK

Your most ambitious people are already planning what's next. Too often, companies treat that ambition as betrayal, stop investing in them and lose them anyway. Drea knows the cost: she hit a ceiling, the investment stopped, and she left because she refused to stop growing. She was called disloyal for it.

Drea reframes ambition as an asset. The employees who think like owners are your A-players. This talk shows leaders how to recognize when growth has stalled and give their best people meaningful ownership, new skills and a stake in what they build. **Invest in their growth, or someone else will.**

**WHO IT'S FOR** HR and People leaders, executives, and L&D teams.

## YOUR ATTENDEES WILL LEAVE WITH

### 01

**Spot it early.**

Recognize the signs a top performer is planning their exit.

### 02

**Reframe ambition.**

Understand why ambition isn't disloyalty, and why your future leaders look like flight risks.

### 03

**Give them a real reason to stay.**

Four ownership moves:

- Give them a P&L.
- Let them run it like it's theirs.
- Fund the skill.
- Give them skin in the game.

## ABOUT DREA

Drea Lynn is a Fractional COO and Certified EOS Implementer who helps leaders build strong teams and businesses that run. A Texas attorney and former Chief Operating Officer, she planned her exit carefully and still got blindsided. A six-figure salary became six figures of debt before she rebuilt and was profitable in three years. She brings that experience to **Smart Quit: Cash In. Clock Out.** and her four-phase framework: Prepare, Position, Pivot, Profit.

A Certified John Maxwell Team Speaker, Drea holds a JD from Tulane Law School and an MBA from Florida A&M University.

## FORMATS

**Keynote** 45-90 min

**Workshop**  
Half-day or full-day · 10-200 people

**Virtual** Any format

## PAST ENGAGEMENT

DisruptHR Omaha 6.0 · Sept 2026

**BOOK DREA**

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