



Marion Spears Karr, MA, FACHE

Speaker Biography

Marion Spears Karr is an accomplished entrepreneur, Managing Partner, and Founder of in-FLOW Executives—a healthcare-focused executive search and leadership solutions firm. His company specializes in building highly engaged leadership teams, delivering proprietary training programs, and scaling business development for organizations serving the healthcare sector.

Recently, Marion joined Aegis Health Services as a fractional Strategic Business and Talent Advisor. Aegis Health is a value-based, pharmacogenetics-driven, multi-specialty clinic that supports primary care providers in managing patients with multiple chronic conditions.

With 34 years of experience in healthcare executive talent acquisition, Marion brings deep expertise at both macro and micro levels. He is passionate about collaborating with mission-driven leaders to advance healthcare leadership.

Marion developed the Accomplishment Culture® Coaching Model, designed for team and individual leadership growth. This model draws on positive psychology, including Mihaly Csikszentmihalyi's "Flow Theory," Elias Porter's "Relationship Awareness Theory," and Michael Maccoby's work on "Strategic Intelligence," alongside Marion's own insights from decades in the field.

His latest innovation, the Authentic Gratitude Communication Framework®, empowers leaders to harness gratitude, foster engagement and trust, and promote positive team behaviors. This training has been piloted in hospitals nationwide, with ongoing research at Baylor Scott & White Health and the University of Georgia School of Public Health as part of a doctoral dissertation.

Marion is a sought-after keynote speaker at national and regional healthcare conferences, a guest lecturer at multiple universities, and leads annual career training for MHA and MSHA students at two major institutions.

He is also the creator and host of “THE Healthcare Leadership Show with Marion Spears Karr FACHE,” a weekly LinkedIn and YouTube interview series featuring over 120 episodes with industry leaders on diverse, relevant topics.

Having personally experienced a traumatic brain injury and other sports-related head injuries, Marion actively volunteers with organizations supporting brain injury research and recovery. He advocates for improved workplace environments for the neurodiverse, hearing-impaired, and those affected by brain injuries.

Marion is a board-certified Fellow of the American College of Healthcare Executives (FACHE), holds a Bachelor of Business Administration from Campbell University, and a Master of Arts in Executive Leadership from Liberty University.

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