

Marion Spears Karr, MA, FACHE

Healthcare Leadership Strategist | Entrepreneur | Keynote Speaker | Founder, In-FLOW Executives

Marion Spears Karr is a nationally recognized healthcare leadership strategist, executive search leader, keynote speaker, and entrepreneur with more than 34 years of experience helping healthcare organizations strengthen leadership, culture, and organizational performance. As Managing Partner and Founder of In-FLOW Executives, Marion has built a firm intentionally designed to function as an embedded key talent solutions and leadership development partner — helping organizations move beyond transactional hiring toward long-term leadership alignment, workforce strategy, and cultural transformation.

Under Marion's leadership, In-FLOW Executives has become known for its relationship-centered and solutions-oriented approach to executive search, leadership advisory services, succession strategy, and organizational development. His work has supported hospitals, physician practices, health systems, rural healthcare organizations, and emerging healthcare companies across the country as they navigate growth, transformation, recruitment challenges, and leadership retention.

Marion is the creator of the Accomplishment Culture© Coaching Model and the Authentic Gratitude Communication Framework® (AGCF), a neuroscience-informed leadership communication framework focused on trust, engagement, resilience, and human-centered leadership. Initially developed through healthcare leadership work and expanded through collaborations and pilot initiatives involving Baylor Scott & White Health, the University of Georgia, and healthcare executive audiences nationwide, AGCF has evolved into a broader organizational leadership and culture model designed to improve communication, employee engagement, leadership presence, and workplace connection.

A sought-after keynote speaker and leadership educator, Marion speaks nationally on healthcare leadership, gratitude as a leadership acumen, culture transformation, communication, neurodiversity, and leadership development. His presentations are known for blending practical executive experience, neuroscience-informed insights, leadership strategy, and authentic storytelling in ways that resonate with healthcare executives, physicians, operational leaders, and emerging professionals alike.

In addition to his consulting and speaking work, Marion hosts "THE Healthcare Leadership Show," a LinkedIn Live and YouTube series featuring conversations with healthcare executives, innovators, and industry leaders discussing leadership, transformation, workforce challenges, and the future of healthcare.

Drawing from personal experience with brain injury, Marion is also a passionate advocate for neurodiversity and inclusive leadership environments. His work consistently emphasizes that leadership excellence is not simply operational — it is relational, intentional, and deeply human.

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

Contact Information

Email: mskarr@inflowexecutives.com

Mobile: 704-657-9531