

Dr. Ralph J. Hughes is a TEDx speaker, award-winning international keynote speaker, leadership mindset strategist, distinguished professor, author, and retired senior federal law enforcement leader with nearly three decades of service. Originally from Harlem, New York, and now residing in Miami, Florida, he is recognized for combining extensive operational leadership experience with research-based insight to help organizations strengthen emotional intelligence, communication, accountability, leadership effectiveness, and organizational culture.

Dr. Hughes retired from federal service in 2021 and now operates his leadership development company, Dr. H. Speaks, full-time, providing leadership training and professional development programs for organizations across corporate, healthcare, academic, government, and law enforcement sectors. A college professor and educational leader for more than twenty years, he has taught courses in business, management, organizational behavior, leadership, and communication, while training and inspiring thousands of professionals through keynote presentations, workshops, seminars, and leadership development initiatives.

Dr. Hughes earned his Doctorate in Strategic Leadership from Regent University in 2012. He is the author of *The Thinking Leader: Effective Lessons for Everyday Leadership* and *From Fear to Freedom: Conquering Public Speaking with Emotional Intelligence*. Outside of his professional work, he enjoys fitness training, basketball, self-defense training, bicycling, traveling, movies, and participating in speech debates and competitions that promote personal growth and potential.