



*American Institute of  
Aeronautics and Astronautics  
Dayton-Cincinnati Section*

**Lunch 'n' Learn**

**13 Feb 2026**

**“Culture by Design:**

**A Systems Approach to Organizational Performance”**

**Guest Speaker: Mr. Dylan J. Rogers**

**Rogers Thrive Universal LLC**

**Abstract:** In high-stakes technical environments, performance is not just about competence — it is about how people function under stress, uncertainty, and change. This talk introduces a systems-based approach to understanding how culture forms, why it either amplifies or sabotages performance, and how technical professionals play a central role in its success. Drawing on experience as an Air Force-certified Master Resilience Trainer and organizational culture consultant, Dylan Rogers breaks culture down into observable mechanisms such as behaviors, incentives, communication, and decision structures, and shows how small changes produce measurable impact. Attendees will gain practical tools to strengthen culture from any position while learning how intentional culture design reduces conflict, improves execution, and supports long-term organizational resilience.

**Biography:** Dylan J. Rogers is a systems engineer, organizational culture consultant, and Air Force-certified Master Resilience Trainer who helps technical organizations improve performance by designing culture with the same intentionality used to design complex systems. He holds a Bachelor’s degree in Aerospace Engineering from Embry-Riddle Aeronautical University and a Master’s degree in Systems Engineering from AFIT, bringing a rigorous, analytical perspective to the human dynamics that drive organizational success. Dylan has nearly a decade of engineering experience supporting mission-critical work with the U.S. Army, Air Force, and Space Force, giving him firsthand insight into the demands of high-stakes technical environments. He is the founder of Rogers Thrive Universal LLC and the author of *Winning at Life*, which explores the relationship between purpose, behavior, and performance. Dylan is also a certified life coach and has been mentored by a world-renowned expert in organizational change with over four decades of experience teaching leaders how to successfully guide organizations through transformation. Outside of his professional work, Dylan is a marathon runner and martial artist, pursuits that reinforce his belief in discipline, resilience, and continuous growth, principles he applies to both individual and organizational development.

**Time:** 11:45 am

**Location:**

*China Garden Buffet  
112 Woodman Dr.  
Dayton, OH 45431*

**Lunch:**

*You will be able to  
purchase the buffet*

