LAI Leading Authorities, Inc.

Pedro David Espinoza

Transformative Tech Entrepreneur, Investor, and Inclusion Expert

Differences That Make a Difference: Diversity, Equity, and Inclusion in Business Born and raised in Peru, transformative tech entrepreneur and investor Pedro David Espinoza's story is one of overcoming cultural disparities in the tech sector to found and lead industry-disrupting companies. His own experiences are what continue to drive him to empower diverse groups in the workplace, as well as help organizations of all sizes and across various industries improve diverse representation, retention, and engagement within their teams. In this talk, he shares his distinct perspective on how organizations can develop more intentional and actionable diversity, equity, and inclusion plans, while also guiding leaders and managers on ways to enhance cultural and emotional intelligence — which will be vital for the future of work. An energetic presence on stage, Espinoza provides tangible steps for attracting and retaining top, diverse talent, while also nurturing them into leadership positions and oversight roles — creating a culture of belonging where all members of your team feel heard, understood, and inspired. Drawing from his own research of over 150 Fortune500 CEOs, public service leaders, and academics published in his book *Differences That Make a* Difference, he explains what works and what doesn't work when it comes to DEI, and discusses the proven competitive advantage that more diverse, equitable, and inclusive work environments have on innovation, stability, and success in business.

Tech Check: A Disruptor's Guide to Innovation As a young founder and investor in some of the tech sector's most groundbreaking startups, Pedro David Espinoza skillfully engages audiences as he leads a riveting discussion on how to develop a disruptor's mindset and identify opportunities for thoughtful and impactful innovation. Using real-life examples of companies who have disrupted their industries with game-changing products and services, including his own, Espinoza provides a proven framework for spurring innovation that can be implemented by every organization. Sharing that the key is being able to frame previous failures as "unfinished successes," he speaks optimistically about how organizations can create a collaborative environment where cutting-edge ideas are formed.

Building Bridges to Success Working his first job as a car mechanic at Toyota as a teenager in Peru, tech entrepreneur Pedro David Espinoza was more interested in playing guitar and releasing his music to Spotify than fulfilling community service hours. That was until, one day, his mother challenged him to join the volunteers building a library in Pampas Grande to experience for himself why it's truly better to give than receive. Working 12,600 feet above sea level in the Andes, he met a young teenager who aspired to be an engineer and inspired him to start a nonprofit dedicated to closing the educational gap for students from less affluent backgrounds. Sharing his powerful story of helping others, Espinoza highlights the ways organizations and individuals can step out of their comfort zones and shift their mindsets to be more service-oriented and create a social impact, while

also teaching them how to become a facilitator, enabler, and power magnet in helping others achieve their goals.

Communicating in the Future of Work Much of an organization's success now, and in the future of work, is dependent on its leaders' ability to adapt to the constantly evolving ways we communicate, as well as their ability to communicate effectively across generations. With younger generations making up the largest segment of the workforce and older generations continuing to work beyond traditional retirement age, leaders are tasked with shaping workplaces tailored to the needs of different age groups, while fostering environments that invite collaboration and communication, and spark innovation and productivity. An expert in communication in the future of work, Espinoza provides actionable steps for uncovering the special talents and strengths that each team member brings, regardless of age, and outlines steps for communicating collectively and individually across generations to build a culture of trust and high performance in your organization.