

# Deborah Perry Piscione

Nationally Recognized Expert on AI-Driven Organizational Transformation

**Where the World Is Heading.** The future is arriving faster than anyone predicted, and the opportunities for those who are ready are extraordinary. The shift is real. It is happening quickly, and it can feel overwhelming. But every major disruption in history has created a window of opportunity for those paying attention. In this dynamic and thought-provoking keynote, futurist, New York Times bestselling author, and globally recognized AI speaker Deborah Perry Piscione (ranked #15 among the world's best keynote speakers on AI and the future of work) cuts through the noise to offer a clear, energizing view of where the world is headed. We are moving away from rigid 9-to-5 structures and lifetime employers toward radical autonomy, where careers become portfolios, AI acts as a co-pilot, and the most valuable skill is the ability to continuously reinvent yourself. The way we live is evolving just as dramatically. Cities will be redesigned around human connection rather than commutes. Healthcare will become deeply personalized. Education will be lifelong, self-directed, and vastly different from what we know today. As automation takes over routine tasks, a new economy is emerging, one built on creativity, care, experience, and meaning. This shift is opening doors to roles and industries that do not yet have names. From the paradox of technological abundance that leaves many feeling overwhelmed, to the survival economy keeping millions in a constant state of uncertainty, to the bold new landscape of work and life already taking shape, this keynote challenges, inspires, and equips audiences to see what is coming not as a threat, but as a once-in-a-generation invitation. Audiences will leave with: A vivid picture of how work, careers, and daily life will evolve over the next decade Insight into the new industries and roles emerging from this transformation A framework to position themselves and their organizations to lead rather than follow Practical mindset shifts to move from survival thinking to an abundance mindset

**The Death of Employment: How AI is Triggering the Greatest Economic Revolution Since Agriculture.** We are witnessing the collapse of a 150-year-old system. The industrial employment model—the foundation upon which modern capitalism, social contracts, and geopolitical power structures were built—is not evolving. It's dying. In her revelatory work "Employment is Dead," Deborah Perry Piscione exposes a truth most leaders refuse to confront: artificial intelligence (AI) isn't just changing how we work, it's obliterating the entire concept of employment as we know it. This death isn't a distant threat—it's happening now, creating winners and losers on a scale not seen since the agricultural revolution gave way to industrialization. While most organizations scramble to "manage" AI implementation, Perry Piscione reveals how the smartest leaders are abandoning employment altogether, creating entirely new models of human-AI collaboration that render traditional job categories obsolete. The geopolitical implications are staggering. Nations built on employment-based tax structures, social safety nets, and political systems face existential crises. Meanwhile, countries positioning themselves as human-AI collaboration hubs are accumulating

unprecedented economic advantages. China's integration of AI into governance, Estonia's digital citizenship model, and Singapore's skills-based immigration policies aren't random experiments—they're strategic positioning for a post-employment world. Perry Piscione uncovers the hidden economic transformation already underway: value creation is decoupling from traditional labor markets entirely. Individuals are generating wealth through AI-amplified creativity, problem-solving, and relationship-building in ways that bypass conventional employment structures. Meanwhile, organizations clinging to hierarchical, job-based models are becoming economically irrelevant at accelerating speed. The Revolutionary Shifts Include: Why the concept of "jobs" is becoming as obsolete as agricultural feudalism was to industrialization How AI sovereignty is replacing military might as the primary determinant of national power The emergence of new wealth creation mechanisms that operate outside traditional capital-labor relationships Why current economic metrics fail to capture the real transformation occurring in value creation This presentation challenges fundamental assumptions about work, wealth, and power that have dominated human civilization for generations. Perry Piscione provides audiences with the intellectual framework to understand not just what's coming, but how to position themselves advantageously for a world where traditional economic rules no longer apply. The stakes couldn't be higher: those who understand this transformation will shape the future, while those who resist it will become economically extinct. Ideal For: Visionary leaders, government strategists, economic policymakers, and forward-thinking organizations ready to confront uncomfortable truths about the future of human civilization.

**Beyond Management: Leading Human Potential in the Post-Employment Era.** The leadership crisis plaguing modern organizations isn't about remote work, generational differences, or digital transformation. It's about something far more fundamental: we're trying to lead humans using models designed for an employment paradigm that no longer exists. In "Employment is Dead," Deborah Perry Piscione reveals why traditional management approaches aren't just failing—they're actively destructive in an AI-driven world. The most profound leadership challenge of our time is this: how do you create meaning, drive performance, and build culture when the entire concept of "having a job" becomes irrelevant? Perry Piscione demonstrates that the organizations thriving in this transition aren't trying to manage AI—they're reimagining what human potential looks like when liberated from industrial-era constraints. Consider the deeper implications: if AI can handle routine cognitive tasks, what uniquely human capabilities become valuable? If traditional career paths disappear, how do you motivate and develop people? If hierarchical structures become inefficient compared to fluid human-AI collaborations, how do you maintain organizational coherence? These aren't operational questions—they're existential ones that require fundamentally new approaches to leadership. Perry Piscione exposes how conventional leadership thinking is trapped in outdated assumptions. We're still trying to "engage employees" when the most innovative organizations are creating "collaboration ecosystems." We're focused on "retaining talent" when the real challenge is "orchestrating human-AI partnerships." We're measuring "productivity" when we should be measuring "value creation through augmented intelligence." The organizations succeeding in this transformation understand that leadership in the post-employment era requires completely different competencies. It's not about managing people to do jobs—it's about unleashing human creativity, emotional intelligence, and

strategic thinking in combination with AI capabilities to create value that neither could achieve alone. The Leadership Revolution Encompasses: Why traditional employee engagement strategies fail in human-AI collaborative environments How to build organizational culture around shared purpose rather than shared employment status Creating psychological safety for humans navigating unprecedented uncertainty while maintaining peak performance Developing new performance frameworks that measure human-AI collaborative impact rather than individual output Perry Piscione reveals the hidden leadership practices of organizations already operating in the post-employment paradigm. These leaders aren't managing teams—they're cultivating human potential in ways that complement and amplify artificial intelligence. They've discovered that when you free humans from repetitive, algorithmic work, their capacity for innovation, empathy, and complex problem-solving explodes. This presentation fundamentally challenges how leaders think about their role. The question isn't how to lead in the age of AI—it's how to unlock human potential that's been constrained by employment structures designed for a different era entirely.

**Turbocharging People: Getting Great Things Done in the Age of Innovation.** We all understand how hard it is to manage people. Since human behavior can be unpredictable, we set policies and procedures to limit behavior, and focus our energies on managing productivity and investing in technological solutions. This has led to organization cultures that over reward production at the expense of under rewarding creativity, risk-taking, problem solving, and a general passion for innovation and improvement. In this breakthrough presentation based on her new book, *The People Equation: Why Innovation Is People, Not Products*, Deborah Perry Piscione shows that every organization can develop a mindset, an organizational structure, and product development/problem solving processes that will maximize creativity and innovation. Using examples from admired organizations and from her research into world class business practices, Piscione shows how to create a culture where risk-taking is rewarded, mavericks are encouraged, collaboration between highly competent people is nurtured, and, when experiments and new initiatives are proposed, the response is to ask how rather than question why. This is a truly inspiring and pragmatic presentation on harnessing the creative energy in every organization.

**How to Create a Risk-taking Culture.** It's no coincidence that our most revered business icons are also the boldest risk-takers, such as Richard Branson, Elon Musk and Steve Jobs. Yet with so much emphasis on short-term stock price gains and bottom line focus, organizations tend to act too safe, resulting in a stagnant business culture which generates entirely forgettable results in a world that demands significant solutions. If groundbreaking innovation is about taking calculated risks, then why do companies not only set reams of policies and procedures to limit risk, but also spend no resources developing the key skills and systems for effective risk-taking? In this poignant presentation, Deborah discusses how to get back into the business of taking risk. Based on her series of books, including *The Risk Factor: Why Every Organization Needs Big Bets*, *Bold Characters*, and *the Occasional Spectacular Failure*, Deborah Perry Piscione explores risk-taking as a powerful tool for leaders and their organizations. By looking into the fascinating heroes of risk, Piscione makes the case that for your culture to act smarter, faster, and with more agility and creativity, you must explore the one core

leadership skill that has been completely ignored in corporate cultures. She explores both the individual skills and organization systems to unleash risk-taking. This is a very exciting speech for an entire audience.

**Bold Leadership: Corporate Courage.** Leadership is about courage. The courage to chance failure as the price for succeeding big. The courage to ignite the passions of your workforce and being open to great ideas from anyone at any time. It is about doing what is right, and seizing the moment when the iron is hot. So, why is this so hard? Because in all of the books and speeches about leadership, what has been neglected is how to master the art of risk-taking. In this exciting presentation, Piscione shows how risk can become an incredibly powerful tool in the leader's tool belt. Deborah reveals the key differences between gambling and calculated risk-taking, and how to master the skills of risk. Audiences are then able to build a culture that not only focuses on producing the work, but also create and execute a steady flow of ideas to improve every aspect of the organization, and recognize a leader's bias toward their own ideas to find the balance between long-term value creation and short-term profitability.

**The Secret to Silicon Valley's Staggering Growth.** Why do governments around the globe keep sending delegations to Silicon Valley to try to discover its secrets? What is it that Silicon Valley can teach the rest of the world about creating value from ideas, build new forms of business and create disruptive innovation? The secret is in the synergy that creates an entrepreneurial ecosystem. In this keynote, speaker Deborah Perry Piscione explains how different parts of the ecosystem come together as an interconnected web, such as the collaborative dynamics between private and public sectors, the interplay between higher education and the business community and the commercialization of know-how. Piscione takes a close look at the spirit of entrepreneurialism, examining the six characteristics that all Silicon Valley entrepreneurs radiate — passion, authenticity, love of ideas, an appetite for risk, trustworthiness, and resilience. You will find this an extremely enlightening and inspiring keynote.

**It's Our Turn: The Rise of Powerful Business Women.** From her experiences running the renowned national women's networking program Alley to the Valley, Deborah Perry Piscione has an unparalleled understanding of what enables women to become great leaders and accomplish their ultimate goals. Even with the rapid rise of women in great leadership roles, the playing field is still pitched away from women. Deborah talks about the skills and networks you need to develop, as well as the collective risks that women need to take to showcase the strengths of women leaders and improve organizational cultures and productivity. She addresses enduring myths that permeate the minds of decision.