

KEYNOTE SPEAKER · AI READINESS STRATEGIST

The future of work is human. Let's lead like it.

Sheila Joy Vance helps leaders navigate AI, relentless change, and the human side of work — keynotes that are equal parts strategy, honesty, and momentum.

15+

LEADERSHIP

155+

LEADERS
DEVELOPED

1 in 5

PROMOTED
WITHIN A YEAR

40,000+

GLOBAL
ASSOCIATES
REACHED

ABOUT SHEILA



Sheila Joy Vance, MBA

Sheila Joy Vance is an AI readiness strategist, leadership architect, and founder of Rebel Leader Lab™ — where she helps organizations lead through the age of AI without losing the humanity that makes teams worth leading.

Over fifteen years, Sheila built and scaled leadership inside some of the world's most demanding companies — Amazon, Target, TJX, ManpowerGroup, and New Balance. Along the way, she graduated 155+ managers through multi-level leadership programs, with one in five earning a promotion or expanded role within a year.

She learned the cost of bad leadership the hard way and turned it into a mission. Today, through her REBEL Framework™ and her forthcoming book ***Bad Bosses***, she equips leaders to stay resilient, decisive, and deeply human while the technology around them changes by the week.

01 The AI Anxiety Cure

Turning your team's fear of AI into its sharpest competitive edge

AI isn't the threat — the anxiety around it is. Sheila names the quiet panic spreading through teams as the technology accelerates, and hands leaders a practical way to replace fear with readiness, hesitation with action, and hype with clear-eyed judgment.

YOUR AUDIENCE WILL LEAVE ABLE TO:

- Spot where AI anxiety is silently stalling their team's performance
- Lead adoption in a way that builds confidence instead of dread
- Separate real AI opportunity from noise with a repeatable decision filter

02 Rebel Ready

Building leaders and teams that thrive on what's next

Change used to be an event. Now it's the weather. Drawing on her REBEL Framework™, Sheila shows leaders how to build the resilience, boldness, and adaptability that let teams treat constant disruption as an advantage — not an emergency.

YOUR AUDIENCE WILL LEAVE ABLE TO:

- Measure their team's true readiness for change, not just its comfort with it
- Apply the five REBEL capabilities to real decisions under pressure
- Turn uncertainty into a culture of bold, grounded action

03 Human at the Center

Leading with humanity in the age of intelligent machines

The more powerful our tools become, the more our humanity becomes the differentiator. Sheila makes the case that empathy, trust, and judgment aren't soft skills — they're the hardest, most valuable leadership skills of the AI era — and shows how to keep people at the center while scaling with technology.

YOUR AUDIENCE WILL LEAVE ABLE TO:

- Protect trust, culture, and judgment while adopting AI at speed
- Lead in ways machines can't replicate — and coach their managers to do the same
- Build teams where technology amplifies people instead of replacing them

Technical Requirements

AV & STAGE

- Wireless lavalier or headset mic (no handheld) with backup mic
- Confidence monitor positioned center stage
- HD projector or LED wall, min 1080p, HDMI and wireless casting (Apple TV/Airplay)
- Dedicated AV technician on-site; tech check min 60 min prior + live support
- Podium optional; wireless clicker/remote required
- Stage lighting: soft front, no direct spotlight glare on screen
- Sound check no later than 30 min before doors open

TRAVEL

- Round-trip business class (flights over 3 hrs) or first class where unavailable
- Private car or premium rideshare (Uber Black/Lyft Lux) for all transfers
- Arrive min 1 day prior (domestic); 2 days prior (international)
- All travel costs invoiced separately; reimbursed within 15 business days

ACCOMMODATION

- 4-star or higher hotel, single occupancy suite or executive room
- Within 15 minutes of venue (or on-site if available)
- Min 1-night stay (night before); 2 nights for international/multi-day
- Late checkout (2 PM) where possible; high-speed WiFi required

MEALS & HOSPITALITY

- Green room or private space pre- and post-session
- Bottled water and light refreshments (fruit, nuts, no dairy) backstage
- Private meal if engagement spans a meal period
- On-site host/greeter to receive Sheila and manage day-of logistics

Past Audiences

INDUSTRIES SERVED

HR & L&D; · Technology · Healthcare · Education · Financial Services · Retail

AUDIENCE TYPES

CHROs · CPOs · VPs of People · L&D; Leaders · Mid-level Managers

PAST ORGANIZATIONS

Amazon · TJX Companies · Target · Manpower Group · New Balance

EVENT TYPES

Conferences · Leadership Summits · Offsites · ERG Events · University Programs

FEE & PAYMENT TERMS

- 50% deposit required to confirm date; balance due on or before day of event
- Payment via wire or ACH preferred; invoice issued upon contract execution
- Cancellation by host within 30 days: full fee retained
- Recording/video/photo usage rights require separate written permission
- All travel, accommodation, and incidentals billed separately

MBA MasterofBusiness Administration	REBEL Framework™ Proprietary leadership readiness system	AI Anxiety Index™ Validated diagnostic instrument
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Book Sheila for Your Event

Planning a conference, offsite, or leadership summit? Tell Sheila about your audience and the moment they're in — she'll tailor the keynote to land.

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