AARON ANTILLON

FOR CORPORATE LEADERSHIP TEAMS



LEADERSHIP KEYNOTE SPEAKER

AARON ANTILLON

THE LEADERSHIP BLIND SPOT EXPERT

What you don't see is costing you your best people, profits, and performance.

20%
Turnover reduced in 3 months
at TD Ameritrade

1,000+
Paid engagements
20+ years on stage

HRCI & SHRM
Approved for continuing
education credit

WHY LEADERSHIP TEAMS CALL AARON

Your problem isn't communication. It's a blind spot.

Organizations don't lose momentum because their people lack talent. They lose it when leaders can't see the gap between what they intend and how their teams actually experience them.

01 **The same conflict every quarter.**

02 **Two departments that have decided the other one is the problem.**

03 **A resignation leadership calls a surprise that the team saw coming months ago.**

WHAT THE RESEARCH SAYS

70%

Managers account for at least 70% of the variance in employee engagement scores across business units.

Gallup, "Report: What Separates Great Managers From the Rest"

56%

As of May 2026, 56% of managers were watching for or actively seeking a new job, and 30% were engaged.

Gallup, "Global Indicator: Leadership & Management"



THE SIGNATURE KEYNOTE

From Blind Spots to Clear Vision

What You Don't See Is Costing You Your Best People, Profits, and Performance

KEYNOTE · 45–60 MINUTES

AUDIENCES OF 50 TO 3,000+

HRCI & SHRM APPROVED

CUSTOMIZED TO YOUR ORGANIZATION

Leaders name their own pattern, identify where it creates friction for the people they lead, and leave with the exact words to reopen a shut-down conversation.

PARTICIPANTS LEAVE WITH

01 An understanding of their own leadership style: its strengths, blind spots, and where their blind spots cost them the most

02 The ability to recognize the four behavioral styles on their team and adapt to each

03 A method for separating intention from impact when someone reacts unexpectedly

04 A way to run a recurring conflict toward resolution instead of around it

05 One committed change their team will notice within 30 days

> Aaron takes the stage wearing a sleep mask and walks the platform blind. "Every leader has blind spots," he tells them, "but very few know what they are." When the mask comes off, the whole room calls back the line together:
>
> **"TO CLEAR VISION."**

THE BLIND SPOTS TO CLEAR VISION™ FRAMEWORK

See it. Name it. Close it.

"Any strength pushed to an extreme becomes a weakness. That's where blind spots live."

01 See It.

Leaders complete a personality-based assessment and identify their Legacy Leader Type™, the natural strengths behind the way they lead.

"You can't grow yourself until you know yourself."

02 Name It.

Leaders surface the blind spot tied to their type, the place where their strength is pushed too far, and learn how their people actually experience their leadership.

"You can't fix what you can't see."

03 Close It.

Leaders learn how each personality on their team is wired and leave with the exact words to reopen a shut-down conversation.

"From blind spots... to clear vision."



HOW EACH PERSONALITY IS WIRED

The D asks what. The I asks who. The S asks how. The C asks why.

Leaders learn to recognize the four behavioral styles on their team and adapt to each, so the same message lands with every person in the room.

THE RESULT

Leaders who create results without becoming the bottleneck.

CLIENT RESULT

20%

TD Ameritrade reduced turnover by 20% in 3 months after going through the program.

LEADERS FROM THESE ORGANIZATIONS HAVE BEEN IN THE ROOM

BANK OF AMERICA · J.P.Morgan · charles SCHWAB · TD Ameritrade · U.S. AIR FORCE ACADEMY · DALLAS INDEPENDENT SCHOOL DISTRICT · BOYS & GIRLS CLUBS OF AMERICA

"Aaron's presentation was the best presentation I've ever seen. I encourage you to get your team to one of these trainings."

Randy Blubaugh
Vice President of Human Resources, Cash America International

"Aaron's training is such a valuable tool, not only as an HR director but in my personal life as well... I encourage everyone to take advantage of this training."

Carita Peden
Senior Manager, TD Ameritrade

"Just 10 minutes into the training, Aaron introduced tools that brought IMMEDIATE clarity. His guidance helped me pinpoint key focus areas to generate better results."

Jeanne Martin-Stewart
President, HR on the Move



WATCH AARON'S BROADCASTS ON THESE TELEVISION NETWORKS

FOX · CBS · abc

WHY DECISION-MAKERS CHOOSE AARON

The expert leadership teams call when the problem is what they can't see.

01 **A result you can point to**

TD Ameritrade reduced turnover by 20% in 3 months after going through the program.

02 **Change you can measure**

A 30-day check-in ensures team accountability and measures committed changes.

03 **Credit for your HR professionals**

The Blind Spots program is approved for continuing education credit through HRCI and SHRM.

04 **A shared language across every level**

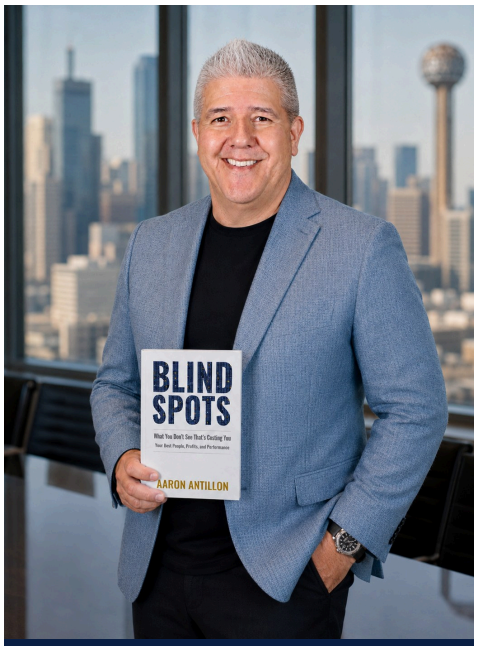
The keynote introduces a shared language. The intensive puts it to work in your leaders' real conversations.

05 **Built around your organization**

Every engagement includes a pre-event discovery call and content customized to your organization.

06 **A moment the room remembers**

The sleep-mask opening and the "To clear vision" call-back create a keynote your audience will still be talking about at dinner.



Author
Blind Spots: What You Don't See That's Costing You Your Best People, Profits, and Performance

Certified DISC Master Trainer
Creator of the Legacy Leader Types™

Host, Build A Legacy
Reached millions of viewers worldwide

20+ years · 1,000+ paid engagements
Based in Dallas/Fort Worth, speaking nationwide

WAYS TO BRING AARON TO YOUR LEADERS

The keynote makes the gap visible. The intensive turns awareness into action.

SIGNATURE KEYNOTE

From Blind Spots to Clear Vision

Ignite awareness across the room

A mainstage presentation that introduces the shared language and makes the gap between leadership intent and team impact visible.

45–60 MINUTES
50 TO 3,000+
ASSESSMENTS OPTIONAL

LEADERSHIP INTENSIVE

BLIND SPOTS: The Leadership Intensive

Turning awareness into action

Leaders complete an assessment, work their real conflicts in the room, and rehearse the conversations they've been avoiding.

HALF OR FULL DAY
15–75 LEADERS
ASSESSMENTS INCLUDED

MAXIMUM IMPACT

THE COMPLETE ENGAGEMENT

The Clear Vision Engagement

Keynote + Intensive + 30-Day Follow-Up

1. **Keynote** to ignite awareness and introduce the shared language.
2. **Intensive** with Legacy Leader Type™ assessments and live conflict resolution.
3. **30-Day Check-In** to ensure accountability and measure committed changes.

BUILT FOR EXECUTIVE AND MANAGEMENT TEAMS

EVERY ENGAGEMENT INCLUDES

- **Pre-event discovery call**
- **Content customized to your organization**
- **HRCI & SHRM approved program**
- **Written proposal within one business day**

> *"If Aaron is speaking anywhere near you, it's worth the investment to get there. It has changed how I relate to my team. Don't tell Aaron, but he should charge way more for this invaluable information because it is worth it!"*
>
> **Scott Ochsner** · Executive Director, Nonprofit

BOOK AARON FOR YOUR NEXT EVENT

You can't fix what you can't see. Let's help your leaders see it.

1

Send your event details

Share your event date, audience profile, and the core challenge or change you need the session to drive.

2

20-minute discovery call

Aaron gets specific about your leaders, your corporate culture, and the exact outcomes you're accountable for.

3

Written proposal in 1 day

Receive a custom proposal outlining recommended formats, key deliverables, and all-inclusive fee structures.

TRAVEL

Based in the Dallas/Fort Worth Metroplex. Speaks nationwide for corporate keynotes, executive summits, and leadership conferences.

AV & STAGE

Wireless hands-free microphone (lavalier or headset), standard HDMI presentation connection, and stage room for the sleep-mask demonstration.



CHECK AARON'S CALENDAR

Bring the Leadership Blind Spot Expert to your leaders.

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WATCH THE REEL

BOOK AARON