



KEYNOTE SPEAKER | TECH EXECUTIVE | FOUNDER

Elaine Montilla

Human-Centered Leadership in the Age of AI

*"The future of work will be powered by AI.
The future of leadership will be powered by
humanity."*

Elaine Montilla is a technology executive, former CIO and CTO, TEDx speaker, and founder of 5xMinority. Drawing from more than two decades in technology leadership, she speaks at the intersection of AI, transformation, leadership, and humanity. Her work helps organizations navigate rapid change without losing trust, judgment, inclusion, or the people behind the technology.

RECENT STAGE

Meta DECon 2026, New York

Keynote: Leading Technology Transformation: The Human Half

A human-centered look at trust, resistance, adoption, and leading people through AI-driven change.

CREDIBILITY

Former CIO & CTO • TEDx Speaker
Founder, 5xMinority • 20+ Years in Tech

Available for: Keynotes, leadership summits, workshops, fireside chats, and corporate programs.

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5xMinority

Human-centered leadership for an AI-powered world

www.5xminority.com

Ideas for the human side of change

AI • Technology Transformation • Leadership • Women in Tech • Sponsorship

● **Leading Technology Transformation: The Human Half**

Why trust, resistance, communication, and human readiness determine whether transformation sticks.

● **Leading the Human-AI Team**

Building adoption without losing judgment, trust, or opportunity.

● **Women, AI, and the Next Opportunity Gap**

Why unequal access, confidence, experimentation, and sponsorship could widen the gap, and what leaders can do now.

● **Mentorship Is Not Enough**

Sponsorship, visibility, advocacy, and the access that changes careers.

● **Stop Shrinking to Belong**

Leading when you were never the default, without reducing yourself to fit the room.

● **Be Aggressively Human**

The leadership skills AI cannot replace: empathy, trust, judgment, courage, and communication.

WHAT AUDIENCES SAY

"She set an authentic and conversational tone that encouraged questions and discussion. It was by far the most engaged our group has been in an event of this nature."

Nicole Bradshaw | Parsable, B2B SaaS Strategy & Operations

ON STAGE

Practical. Executive-tested.
Human. Honest about what change asks of people.
Interactive. Built to create reflection, conversation, and action.

SELECTED RECOGNITION

HITEC 100 • Top 100 Latinas
Top 100 Women in Tech

Bring a human-centered perspective to your next stage.

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