JEREMIAH GARDNER

Award-Winning **Speaker** | Bestselling **Author** | 5x **Entrepreneur** | Technical **Cave Diver**

Trusted By Organizations & Stages Including: Nike • GE • eBay • Roche • SXSW • AMA

HIGHLIGHTS

- 100+ **Global** Keynotes Featured in 20+ Countries
- 5x Startup Founder & **Entrepreneur**
- Led innovation from the C-suite; advisor to **Fortune 500** Companies
- Accomplished technical cave diver and dive instructor
- Author of the Wall Street Journal bestseller *The Lean Brand* and *The Read* (2027)

CONTACT

🎥 Watch the 2-min Speaker Reel:
Jeremiah Gardner – Speaker Reel

👉 **Looking for a speaker who brings depth, clarity, and impact?** Let's explore if we're a fit:

📧 booking@jeremiahgardner.com
📅 jeremiahgardner.com/discovery

FOUR KEYNOTES. ONE IDEA.
BECOMING BETTER EXPLORERS

NEW FOR 2027

THE READ™

Why Good Leaders Solve the Wrong Problem

LEADERSHIP
DIAGNOSING THE ROOM
IMPROVING DECISION QUALITY

THE GOLDLINE EFFECT™

How to Explore Without Losing Yourself

RESILIENCE & GROWTH
FINDING YOUR CENTER
SUSTAINABLE HIGH PERFORMANCE

THE CAVE™

How To Move Forward Without the Full Picture

INNOVATION & CHANGE
SMART RISK-TAKING
LEADING THROUGH UNCERTAINTY

THE UNIFIED TEAM™

How Teams Stay Aligned When the Pressure Rises

TEAMWORK
PROTOCOL-DRIVEN PERFORMANCE
TEAM RESILIENCE

WHAT EVENT PLANNERS SAY

SXSW — **"Jeremiah has redefined what our audience expects from a speaker."**

AMA American Marketing Association — **"A game-changer for our entire leadership team."**

ERICSSON — **"Highest-rated keynote in our event's history."**

EVENTS

- Annual Conferences
- Leadership Summits
- Innovation Conferences
- Strategic Retreats
- Association Events
- Company Kickoffs

EVENT PROFESSIONALS

First off, thank you for considering Jeremiah as your speaker. We know firsthand the countless moving pieces you're juggling right now, which is why we're committed to being the easiest speaker team you've ever worked with.

OUR TEAM'S COMMITMENT TO YOU:

- **Crystal-Clear Communication**: Let's make sure you'll never have to play email tag or wonder about status updates
- **Rock-Solid Deadline Reliability**: Your timeline is our timeline, period. We understand how one missed deadline can ripple through your entire event plan
- **Thoughtful Customization**: Jeremiah works to tailor each presentation to your specific audience and objectives
- **Real-World Flexibility**: When surprises pop up (and they always do), we adapt quickly and without drama
- **Early Arrival & Setup**: Because "on time" means "early" in our world

KEYNOTE PROGRAM SELECTION GUIDE

All programs can be delivered in keynote, workshop, or executive session formats.

LEADERSHIP

CHOOSE: **THE READ™**

- People Manager Development
- Creating Psychological Safety
- Understanding Team Dynamics
- Improving Decision Quality
- Diagnosing the Room
- Using Coaching & Feedback
- Making Intentional Moves

RESILIENCE & GROWTH

CHOOSE: **THE GOLDLINE EFFECT™**

- Personal Growth & Development
- Finding Your Center
- Sustainable High Performance
- Life Balance & Wellbeing
- Confident Decision Making
- Exploration & Discovery
- Resilience & Adaptability

INNOVATION & CHANGE

CHOOSE: **THE CAVE™**

- Leading Through Uncertainty
- Innovation & Exploration
- Strategic Decision Making
- Smart Risk-Taking
- Leading Change
- Experimentation & Learning
- Shared Responsibility

TEAMWORK

CHOOSE: **THE UNIFIED TEAM™**

- Team Resilience
- Shared Awareness & Decision-Making
- Leadership Under Complexity
- Trust Under Pressure
- Protocol-Driven Performance
- High-Stakes Teamwork
- Operational Clarity

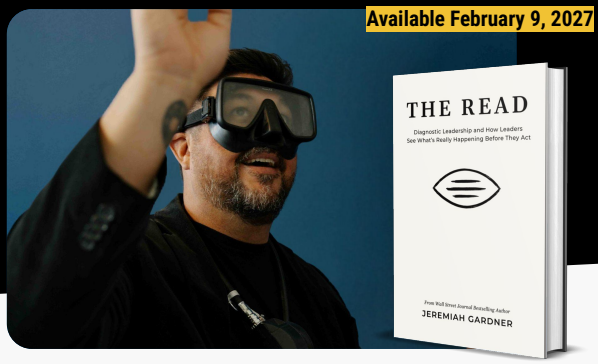
Jeremiah Gardner

BOOK A DISCOVERY CALL →

THE READ™

The Leadership Skill We Should Have Learned First

Your team may not be broken. ***Your read*** may be.



OVERVIEW

Bulk event copies available.

In cave diving, there's a layer called the halocline, where fresh water meets salt. Swim into it and the world blurs. The walls shimmer. Move a few feet, and it's crystal clear again. Nothing in the cave changed. Only the water you were looking through.

Leaders live in that layer. The quiet meeting looks like disengagement. The fast yes looks like alignment. We trust what we see. We act on what we see. And the problem keeps coming back.

In this keynote, Jeremiah Gardner introduces **Diagnostic Leadership** — the discipline of seeing what's really happening in a room before you respond. Leadership has an enormous response industry: coaching, feedback, facilitation. Almost none of it teaches the step that comes first.

Drawing on cave diving and two decades advising Nike, Disney, and GE, Jeremiah gives audiences three questions for their next meeting: What do I see? What is driving it? What does this moment need?

This is the step that makes your leadership skills work. A bad read makes a good response a matter of luck.

The Audience Will Leave With:

- A three-question practice for r**eading any room before responding**: What do I see? What is driving it? What does this moment need?
- A sharper eye for what's **actually driving** what they see — because the same sign can have very different sources
- A way to catch their default and **choose** what the **moment needs**

This Keynote Serves Leaders & Teams Who:

Lead teams that feel stuck and have already tried the usual fixes

- Have plenty of leadership tools but keep reaching for the wrong one
- Face silence, friction, or fast agreement they can't quite explain
- Want managers who read the room before they try to fix it

WHY THIS KEYNOTE CAPTIVATES AND DELIVERS:

- **Instantly recognizable:** Rooms every leader has stood in. The nod that isn't agreement. The silence that isn't buy-in. The conflict that isn't really about the plan.
- **Names what's missing:** Leaders have been trained to respond. This talk names the step that comes first — and why every other leadership skill depends on it.
- **Counterintuitive and research-grounded:** Built on decades of research in decision science, medical diagnosis, and team psychology. Experience doesn't protect leaders from misreading a room. Sometimes it makes it worse.
- **Immediately usable:** Three questions. No new jargon. Audiences can use them in the next meeting they walk into.

Jeremiah Gardner

BOOK A DISCOVERY CALL →

THE GOLDLINE EFFECT™

Unlocking The Power of Centered Exploration

Transform uncertainty from your greatest challenge into your ***most powerful*** advantage.

OVERVIEW

In cave diving, when the lights go out and the visibility drops to zero, there's only one way back: the goldline.

That single thread—anchored to something solid—is what keeps explorers alive. You don't rely on memory or instinct. You reach for the line.

In this keynote, Jeremiah Gardner reveals how the same protocol that keeps elite cave divers safe can anchor leaders through moments of high pressure, identity shifts, and complex change.

Drawing from his rare experience as a technical cave diver and dive instructor, and his career guiding Fortune 500 leaders, Jeremiah introduces the Goldline™ framework—a method for staying centered while navigating personal growth, organizational transformation, and uncertainty.

This talk isn't about pushing harder. It's about knowing where to hold fast. You'll discover how to lead with clarity when conditions get murky, how to access your most grounded self in high-stakes moments, and why stability—not force—is what enables bold exploration.

The Audience Will Leave With:

- A clear understanding of their Goldline - the **unique truth** that anchors and propels them to explore
- A powerful lens for making **confident**, **values-aligned decisions** under pressure
- A **practical system** for staying grounded in high-stakes, fast-moving environments

This Keynote Serves Leaders & Teams Who:

Want to push beyond their comfort zone but fear losing their way

- Want to maintain clarity and performance without losing themselves
- Are navigating reinvention, ambiguity, or moments of profound uncertainty
- Are ready to explore their full potential without burning out

WHY THIS KEYNOTE CAPTIVATES AND DELIVERS:

- **Visually unforgettable**: Rare cave diving footage and cinematic storytelling immerse the audience in a world few will ever see—but all can learn from
- **Metaphor that sticks**: The Goldline becomes a leadership anchor your audience will remember—and apply
- **Emotionally resonant**: Real-world stories of pressure, uncertainty, and discovery connect deeply with high-achievers facing similar challenges
- **Immediately actionable**: Simple tools for making confident, centered decisions in high-pressure environments

Jeremiah Gardner

BOOK A DISCOVERY CALL →

THE CAVE™

How We Move Through What We Don't Know

You'll ***never have the full picture***. Learn to move well without it.

OVERVIEW

In cave diving, the plan gets made before you enter the water. Gas limits. Reserves. What happens if something goes wrong. Those agreements are made while everyone is calm — because deep in the cave is a terrible place to negotiate them.

We're already in the cave. No one ever has the full picture — of the market, the future, or even each other. The goal isn't certainty. It's moving well without it.

In this keynote, Jeremiah Gardner shows how people make room for discovery while staying responsible for one another. Not with more data or bigger bets, but with arrangements made on the surface: the agreements we make, the questions we permit, the resources we protect, the people we involve, and the conditions under which we reconsider.

Drawing on two decades of innovation work with global companies like Roche, ING, and Nike, and the ideas behind his next book, *The Cave*, Jeremiah gives audiences four questions for any decision others will have to live with.

The teams that go furthest aren't the boldest. They're the ones that can afford to be wrong.

The Audience Will Leave With:

- Four questions for moving forward without the full picture
- A way to protect what being wrong would cost, so the team can keep exploring
- Agreements, made in advance, about when to reconsider and who can call it — so changing course is a shared decision, not a failure

This Keynote Serves Leaders & Teams Who:

Make decisions other people will have to live with

- Are leading change, growth, or innovation where the **answers can't be known** in advance
- Feel **stuck** between waiting for certainty and charging ahead on a guess
- Want people who speak up early and **change course together,** without blame

WHY THIS KEYNOTE CAPTIVATES AND DELIVERS:

- **Field-tested framework**: Built on two decades of innovation work inside companies including Intuit, John Deere, and GE.
- **Lessons paid for in full:** Cave divers wrote their rules by studying what went wrong. Every protocol in this talk is real, and every one travels well beyond the cave.
- **Audience-shifting insight**: The goal isn't to eliminate uncertainty. It's to protect what being wrong would cost, so people can keep exploring together.
- **Immediately useful tools**: Offers simple, practical techniques leaders can apply across teams, products, and innovation.

Jeremiah Gardner

BOOK A DISCOVERY CALL →

THE UNIFIED TEAM™

How Elite Teams Stay Aligned

Create teams that ***think together***, ***act together***, and stay calm ***under pressure***—when it matters most.

OVERVIEW

In cave diving, we say: "The team is your backup—your gas, your gear, and most importantly, your brain."

Because accident reports reveal something uncomfortable: equipment problems are often survivable. Breakdowns in awareness, communication, and decision-making are what turn problems into emergencies.

In business, the same holds true. Systems rarely collapse on their own. It's the team's thinking—fragmented, overloaded, or misaligned—that breaks under pressure.

In this keynote, Jeremiah Gardner reveals the protocols elite dive teams use to operate in life-threatening conditions—then maps them to the challenges business teams face in complexity and change.

Audiences learn how to build teams that share cognition, not just tasks. How to use pre-briefs, confirm decisions, and distribute awareness. And how to perform with clarity—even when the stakes are highest.

This isn't about team bonding—it's about staying unified when it counts most.

The Audience Will Leave With:

- A **clear framework** for building shared awareness and team cognition under pressure
- Simple, proven protocols to improve **communication**, **trust**, and real-time **decision-making**
- Tools to prevent cognitive overload and **create resilience** in complex, high-stakes environments

This Keynote Serves Leaders & Teams Who:

Lead in high-pressure environments where trust and thinking together can't break down

- Are responsible for teams navigating complexity, urgency, or zero-fail conditions
- Need to improve communication, clarity, and real-time decisions under pressure
- Want practical tools—not fluff—for building resilience and performance that holds under stress

WHY THIS KEYNOTE CAPTIVATES AND DELIVERS:

- **Protocol-driven performance**: Shows how shared pre-briefs, roles, and decisions prevent breakdowns before they start
- **High-stakes relevance**: Mirrors the real cognitive demands leaders face during crisis, complexity, and rapid change
- **Reframes teamwork at its core**: Shifts the focus from personality fit to shared thinking, awareness, and decision-making
- **Directly transferable**: Audiences leave with practical team protocols they can apply in real operations immediately

Jeremiah Gardner

BOOK A DISCOVERY CALL →

Jeremiah Gardner

Award-winning speaker, bestselling author, 5x entrepreneur and ***technical cave diver***.

SHORT BIO

Jeremiah Gardner helps people catch a misread before it becomes a mistake. A former Chief Innovation Officer, technical cave diver, and author of the Wall Street Journal bestseller The Lean Brand, he has advised organizations including Nike, Disney, GE, and Roche. His keynotes give audiences three questions to ask before they act: What do I see? What is driving it? What does this moment need? His next book, The Read (2027), introduces Diagnostic Leadership. He has delivered more than 100 keynotes in over 20 countries.

LONG BIO

Jeremiah Gardner helps people catch a misread before it becomes a mistake.

A former Chief Innovation Officer, technical cave diver, and author of the Wall Street Journal bestseller The Lean Brand, he gives audiences a practical way to see what's actually happening before they act.

We act on our read of a situation. Most of the time, it's right. When it isn't, we usually find out late. The plan was built on the wrong assumption. The team spent months on the wrong problem. Everyone left the meeting having heard something different.

Most leadership development focuses on what to do next: coaching, feedback, resolving conflict. Gardner focuses on the step that comes first. Get the read wrong, and even a skilled response solves the wrong problem.

He came to this work from two directions. Over two decades of leading innovation and advising organizations including Nike, Disney, GE, Roche, and ING, he watched capable leaders commit to confident diagnoses that turned out to be wrong. As a technical cave diver and instructor, he works where a wrong read can cost you the way out, and where divers train to catch one before they act on it.

His keynotes give everyone in the room the same three questions: What do I see? What is driving it? What does this moment need? Audiences leave with a shared practice they can use with their own teams the next day.

His next book, The Read (February 2027), introduces Diagnostic Leadership. He is co-founder of DeadReckon, which helps leaders and teams put it into practice, and has delivered more than 100 keynotes in over 20 countries.

Jeremiah Gardner

BOOK A DISCOVERY CALL →

TESTIMONIALS

Selected Highlights:

"Jeremiah has a way of **shifting your perspective**. By helping us see through our customers' eyes, he guided us through a process that was both enlightening and incredibly valuable."
B. Bansbach, Nike Innovation Labs

"Jeremiah doesn't just teach; he catalyzes real, **measurable change**. His strategies led to a huge increase in successful product launches."
A. Asa, ING Group

"Jeremiah has an **extraordinary talent** for sparking breakthroughs. Innovation can often seem overwhelming, but Jeremiah made it approachable. His methods gave our team the confidence to make smart, effective decisions."
R. Hunt, Etsy

"Jeremiah's keynote **electrified** our event, earning the highest audience rating in our event's history."
P. Briscoe, Ericsson

"Jeremiah has *redefined* what our audience expects from a speaker."

Ruben Cantu

SXSW

PAST KEYNOTE APPEARANCES INCLUDE

- South By Southwest
- Creative Mornings
- Innov8rs Conference
- Mind The Product
- Harvard Business School (Guest Lecturer)
- Lean Startup Conference
- General Assembly
- CETYS (Centro de Enseñanza Técnica Y Superior University)
- ProductTank
- AIGA (American Institute of Graphic Arts)
- AMA (American Marketing Association)
- Frost & Sullivan Innovation Conference
- Growth Marketing Conference
- Intrapreneurship Conference
- Startup Weekend
- i9 Conference
- San Diego Startup Week
- Startup Marketing Conference
- Impact Hub
- Lean Startup Circle
- Turner Innovation Summit
- Happy Startup Summercamp
- Lean Transformation Summit
- Startup Istanbul
- Kuala Lumpur Venture Capital Summit
- Ericsson Innovation Summit
- #Hookedfest
- Startup Rodeo
- ISDI Talks

PAST ENGAGEMENTS INCLUDE

Highlights: Conferences, Events & Associations

"Jeremiah is exceptional. His deep expertise and engaging style kept us hooked, and the insights he shared made a massive impact long after the keynote."
V. Azarov, Founder, Growth Marketing Conference

"Jeremiah's presentation transformed our annual conference, shattering all previous satisfaction metrics since we began tracking them a decade ago. His magnetic presence and provocative insights sparked intense discussions that rippled through every breakout session. Six months down the road, our leadership team regularly cites his frameworks as turning points in their strategic thinking. What started as a keynote has evolved into a lasting catalyst for change across our organization."
American Marketing Association

"Jeremiah stands out as an exceptional keynote speaker, combining insight, polish, and genuine audience engagement. His professionalism, expertise, and ability to deliver real value make him a go-to choice for impactful opening presentations."
G. Hoffman, Organizer, Startup San Diego

"At Mind The Product London, Jeremiah's session provided our audience with remarkably practical insights into customer-led innovation. As conference organiser, I was particularly impressed by how he balanced theoretical frameworks with real-world application, which is precisely what our product community values."
Martin Eriksson, Co-founder & Conference Chair, Mind The Product

Jeremiah Gardner

BOOK A DISCOVERY CALL →

Highlights: Corporations & Enterprise

“In marketing, all we care about is traffic and incrementality. It’s like squeezing water from a rock. We’ve been concerned with what eBay’s problems are not what the customers’ problems are. Due to Jeremiah’s presentation, we’ve seen a tangible transformation in terms of the company mindset around innovation. We’ve awakened to the power of customer empathy and experimentation.”
P. Donzier, VP Product Management, eBay

"What sets Jeremiah apart is his ability to connect with people on a deep level. His keynote led our team to insights and solutions we hadn’t considered before."
D. Heyward, VP Innovation, American Family Insurance

“Jeremiah is a dynamic speaker with impressive stage presence, combining deep expertise with authenticity to engage audiences and drive innovation. His blend of charm, knowledge, and genuine desire to help others succeed makes him stand out in a crowded field of experts.”
L. McGuigan, Global Enterprise Business Development, Acuative

"Jeremiah has a unique ability to shift the focus onto what truly matters—the customer. His keynote was a game-changer, pushing us to dive deep into understanding our customers' perspectives and challenges. While zooming in on your consumer can be tough, Jeremiah showed us that it’s the only path to real progress in uncharted territory. His insights were not just helpful—they were transformative."
E. Happel, Director Strategy, Nike

Roche

Rachel Navarro
Global Innovation, Roche Diabetes Care

"Whether your fire is entre- or intra-preneurial, the process, the tools, and the experience Jeremiah brings will change you."

"Jeremiah’s sessions weren’t just informative—they were a masterclass in applying innovation within a large organization. We left feeling ready to make real change."
D. Meister, VP Product Definition, Product Management and Clinical Development, Siemens

“Jeremiah showed us how to fall in love with the problem. The power of his process is in making innovation achievable and impactful. I talked to more customers in 3 days with Jeremiah than I have in 10 years.”
J. Lawson, John Deere

Jeremiah Gardner

BOOK A DISCOVERY CALL →

Stage Intro

Short Intro (30 Seconds)

Think about the last time you were sure you understood what was going on, and you were wrong.

Our next speaker studies that moment.

He's advised organizations like Nike, Disney, and GE, and he's the Wall Street Journal bestselling author of The Lean Brand and the forthcoming The Read. He's also a technical cave diver. In a cave, a wrong read can cost you the way out.

Please welcome **JEREMIAH GARDNER**.

Long Intro (60 Seconds)

Think about the last time you were sure you understood what was going on, and you were wrong.

You acted on your read, and the read was off.

Our next speaker has spent two decades studying that moment, in the C-suite advising organizations like Nike, Disney, GE, and Roche, and underwater as a technical cave diver, where a wrong read can cost you the way out.

His argument is simple, and a little uncomfortable: Your team may not be broken. Your read may be.

He's the author of the Wall Street Journal bestseller The Lean Brand and the forthcoming The Read.

Please welcome **JEREMIAH GARDNER**.

AV RIDER

Computer, Projectors, and Displays

Jeremiah provides his own current Apple MacBook.

Video

Jeremiah has four Thunderbolt 3 ports and his entire presentation is presented from his computer using a 16:9 display ratio at 3840 by 2160.

Audio

Jeremiah can use the standard 3.5mm analog audio jack, USB-C ports, or HDMI, whichever you prefer. Please note that an audio connection is required.

Slide Advancer

The client must provide a DSAN Perfect Cue system (or equivalent) for Jeremiah's direct slide control, which connects to his laptop via a USB-C port.

Computer Location

Jeremiah does not need the computer on stage with him. He prefers the computer to be placed with the AV crew so it keeps the stage clean.

Microphone

Jeremiah requires a wireless lavalier or "countryman" microphone connected to a professional audio system.

AV Testing / Soundcheck

Jeremiah requires an A/V check no fewer than 30 minutes before taking the stage.

No Podium

Jeremiah prefers no podium on stage. If one must be present, it must be pushed back so he may walk in front of it unencumbered.

Confidence Monitors

Jeremiah strongly prefers at least one confidence monitor, if possible.

No Internet Access

Jeremiah presents using his own laptop with all videos, audio, and content embedded in the presentation. As such, no internet access is necessary.

Beverage

Please have a bottle of water available to Jeremiah while on stage.