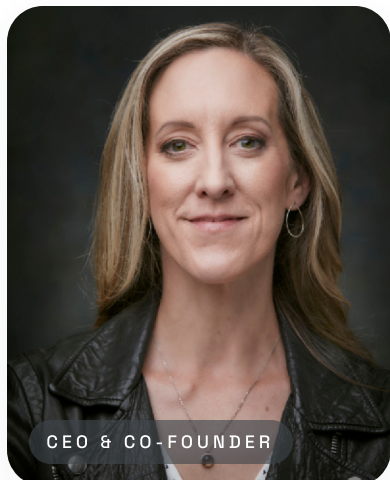




KEYNOTE SPEAKER • CO-FOUNDER • REGENEROUS LABS

JoAnn Garbin.

Helping organizations close the gap between innovation strategy and real-world execution as AI reshapes how ideas are created, tested, and scaled.

For **25 years**, JoAnn's real job has been to find the better question before the obvious one takes over. As **Director of Innovation** in Microsoft's cloud business, that led to billion-dollar ventures and the groundbreaking **Regenerative Datacenter of the Future**.

Today as a **co-founder of Regenerous Labs**, she works where AI, innovation, and business transformation meet — guiding regenerative initiatives from idea to measurable impact.

She's a co-author of *The Insider's Guide to Innovation at Microsoft*, a co-host of **Innovating Out Loud**, and a **Thinkers50 Radar 2025** honoree, with work featured in **Bloomberg**, **Forbes**, and the **Financial Times**.

AI will power the future of work. People will drive it. JoAnn helps leaders build for both — and find the value everyone else leaves on the table.

• AUDIENCES LEAVE WITH

Practical frameworks to move from strategy to execution

Tools to lead innovation in uncertain environments

New ways to unlock value through AI and regenerative thinking

• KEYNOTE TOPICS

THREE SIGNATURE TALKS

01

The Better Question.

Why the question you start with sets the ceiling. For years, the question was how to get communities to permit a data center. JoAnn flipped it — what if they were asking us to build one? — and that one change unlocked what the old question never could: new designs, new funding, and people who finally said yes.

KEY TAKEAWAYS

- How your starting question quietly sets the ceiling on everything you build
- NIMBY to PIMBY: what flips when you design from the outside in
- Why outside pressure unlocks the work your team already knows how to do
- How to catch the wrong question before it hardens into a roadmap

02

Assembling the Array.

Why no single mind can catch what the moment is sending. A signal received alone is easy to misread. As the work speeds up, most leaders feel it before they can name it — the team around the problem isn't wide enough for the moment. JoAnn shows why AI can extend what one person builds, but never replace what a team holds together.

KEY TAKEAWAYS

- Why isolation is the hidden failure mode of expertise — and why AI alone makes it worse
- How to build a sensing array: AI for breadth, advisors for reach, a core team for synthesis
- The line between AI extending your work and quietly replacing your judgment
- How to read a signal before it's loud enough for everyone else

03

What They Can Hear.

Why ideas die in the gap between speaker and listener. We solve for what we want to say. They're solving for what they can hear. Most bold ideas don't die from weak logic — they die in that gap. JoAnn ran one vision through the listener's lens and watched a staunch critic tear up: "This is the future. I'll get you the money." The vision didn't change. The story did.

KEY TAKEAWAYS

- Why your idea matters less than the listener's readiness to hear it
- How to run a pitch through the listener's lens before you ever deliver it
- The emotional sequence that turns a skeptic into a sponsor
- How to get bold, expensive, or early ideas funded without watering them down