

Debbie Millin

Keynote, Fireside Chat, Panelist, Moderator

Themes: Scaling Companies, Female Leadership in the Age of AI, Authentic Career Pathing



Inc. #6 Fastest Growing Company in US
Crunchbase Female-Led Unicorn
Inc. Best Places to Work in US
BBJ #1 Fastest Growing Private Company

The Audience Experience

Battle-Tested Scaling Playbooks

Audiences learn clear operational frameworks from a founding COO on the front lines of a global company she scaled from 3 people to 1,100 global employees and \$1B ARR in less than 6 years.

Future-Proof AI Leadership

Leaders walk away with actionable strategies to integrate AI and blended team structures without sacrificing human trust, culture, or board alignment.

Unfiltered Career Insights

Attendees experience compelling, authentic stories on navigating non-linear career paths and breaking barriers as a female leader in disruptive industries.

Let's Connect

Inquiries: debbiemillin.com/speaking

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Speaking fees and terms upon request

About Debbie

Debbie Millin is a highly accomplished strategic advisor and executive operator known for her ability to scale global organizations with precision and speed. From building a \$4B global employment platform to leading two separate companies to the #1 spot on the Massachusetts' fastest growing list, she brings a rare, in-the-trenches perspective to the stage, blending high-level governance with the practical mechanics of hyper-growth. Debbie captivates audiences with stories of successes, lessons learned, and by deconstructing the complexities of the modern c-suite. She demonstrates how boards and executives can navigate the transformative power of AI while maintaining human trust and operational flexibility.

Most Requested Topics

1. The Elastic C-Suite™: Scaling Adaptability

Scaling leadership with AI and fractional executives

2. Building a Unicorn

Lessons learned scaling from 3 people to a \$4.2B valuation

3. Human-Centric Leadership in the Age of AI

Leverage AI while maintaining culture and humanity

4. AI and Governance: What Board Directors Needs to Know

Combining innovation and governance for growth

5. The Road Less Traveled

How being true to myself defined my career

Featured Media / Speaking

MSN, Forbes, Inc., Harvard Business Review, CNN, Entrepreneur Magazine, The Economist, Boston Business Journal, NY Tech Week, Boston AI Week, AMEX Grow Global, Women in Tech, Harvard Business School, MIT, Museum of Science, SHRM.