

SCOTT TILLEMA

Bio



Scott Tillemma is a FBI-trained hostage negotiator and professional speaker who teaches leaders how to communicate with calm, clarity, and emotional intelligence—especially under pressure.

With over two decades of law enforcement and negotiation experience, Scott served as a SWAT-trained crisis negotiator for one of the largest police departments in the country. He's known for bringing tactical, high-stakes communication tools to everyday leadership challenges, helping executives, HR professionals, and teams build trust, defuse tension, and lead difficult conversations with confidence.

Scott's signature keynotes deliver powerful stories from the front lines of negotiation, backed by data from Harvard and Chicago Booth on emotional decision-making. His message resonates with audiences across industries—from corporate leadership and culture teams to education, healthcare, and law enforcement.

With a rare blend of real-world experience, humor, and practical wisdom, Scott equips leaders to listen better, ask smarter questions, and creates meaningful change through courageous communication.