



Your No-Stress Speaker Toolkit

Everything you need to make Tim Arnold the easiest—and most impactful—part of your event.

"I have so much positive feedback, I don't know where to start. Tim was absolutely fantastic, and our leaders are saying his speech was impactful, thoughtful, and energizing"

- Royal Bank of Canada



What's Inside Your No-Stress Speaker Toolkit?

You've got a million details to juggle and one shot to make it all land.

This toolkit is built to lighten your load—not add to it.

Whether you've already booked Tim Arnold or you're just thinking about it, you'll find everything you need right here to make your event planning smoother, your audience more engaged, and your post-event feedback full of "Best Session EVER" reviews.

Here's what's inside:

1. **Pre-Event Planning Tools**

- Picking the right keynote
- Rates, travel, and tech
- Promotional assets that save you time

2. **At the Event Tools**

- Stage intro your MC can use
- A/V checklist
- Social media handles and hashtag ideas
- Bonus ideas that can make your event sing

3. **Post-Event Follow-Through Tools**

- Resources to keep the learning going
- Next steps to embed the impact

Just click **Pre-Event**, **At the Event**, or **Post-Event** to jump directly to those tools.



Pre-Event Planning

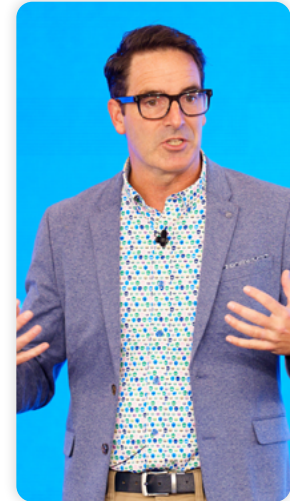
Step 1 - Keynote Design Call with Tim

Every event is different.

You'll kick things off with Tim on your personalized planning call to:

- ☐ Choose the keynote that fits best (click to explore which of the below options might be right for your event):

- [The Power of Healthy Tension](#) - Both/And Thinking
- [Lead with AND](#) - Confident Leadership
- [Next-Level Teamwork](#) - Effective Teams
- [Leading Change](#) - Change Management



- ☐ Determine your session length (these are the most common options, but feel free to ask if you need some flexibility with a shorter or longer experience):

- 45-90 minute keynote
- 2-3 hour workshop

- ☐ Share your organization's culture, language, and goals so Tim can speak like an insider.

- ☐ Determine if you want to include any of the following value-adds to your event (at no additional charge!):

- Customized video from Tim to preview his talk to your group (for promotional purposes)
- Audience Q&A
- Book signing
- Leadership team brief/debrief

BOOK A CALL

Tim’s Speaking Rates

Canada	United States	International
\$10,000 for a keynote \$12,500 for a workshop \$15,000 for a full-day retreat	\$12,500 for a keynote \$15,000 for a workshop \$20,000 for a full-day retreat	\$15,000 for a keynote \$17,500 for a workshop \$20,000 for a full-day retreat
+ Travel & Accommodations	+ Travel & Accommodations	+ Travel & Accommodations
Virtual Keynote \$7,500		



BOOK A CALL

Step 2 - Everything You Need for Promotion

Get the word out with zero stress.

Click any of the tools below to jump right to that asset:

- [Tim's bio](#)
- [Headshots & photos](#)
- [Perfectly sized keynote teasers](#)
- [Sizzle Reel and Speaking Videos](#)

Let your audience know they're in for something unforgettable.

Tim's Bio (full version)

Tim Arnold: Leadership Development Expert

Tim Arnold has spent over two decades helping leaders navigate complexity, build effective teams, and drive results within organizations such as the United Nations, World Vision, UPS, Allstate Insurance, and Stanford Medicine. His diverse experiences, from launching, scaling, and selling a successful for-profit business to leading a homeless shelter, have provided him with invaluable insights into the challenges and triumphs of leadership.

Tim's keynotes and workshops are not just events; they're transformative experiences. He skillfully combines real-world wisdom with practical tools, helping leaders from all walks of life, including Nobel laureates and Fortune 500 CEOs, embrace resilience and achieve remarkable results. His expertise is particularly focused on helping leaders harness the power of "AND" thinking in an Either/Or world—a concept central to his bestselling books, "Lead with AND" and "The Power of Healthy Tension."

Beyond leadership development, Tim is an avid fisherman, world traveller, and really bad hockey player. His biggest accomplishments are being dad to Declan and Avryl, and husband to Becky.

BOOK A CALL

Tim's Bio (short version)

Tim Arnold is a leadership development expert, bestselling author, and internationally recognized keynote speaker helping leaders harness the power of "AND" thinking in an Either/Or world.

Hype up Tim to Your Audience by Adding Any of These Bullet Points:

- Over two decades of experience in designing and delivering leadership development programming for leading companies such as Manulife, World Vision, Toyota, Alectra, and KPMG.
- Bestselling Author of four books: The Power of Healthy Tension, Lead with AND, Next-Level Teamwork, and Leading Change
- Trusted advisor to Nobel laureates, Fortune 500 CEOs, and leaders from various industries, helping them navigate complex challenges.
- A leading expert in Both/And thinking, whose "Healthy Tension" framework has been applied to hundreds of organizations and thousands of leaders worldwide.
- A dynamic keynote speaker with over 20 years of experience, engaging audiences on stages globally, from intimate boardrooms to large-scale events, inspiring leaders to achieve remarkable results.
- Trained over 300,000 leaders in Canada, the USA, and all over the globe.



[BOOK A CALL](#)

Headshots and Photos

Choose a headshot:



DOWNLOAD HEADSHOTS

Choose a speaking shot:



DOWNLOAD SPEAKING SHOTS

Feel free to ask Tim or our team for more if you're looking for something specific.

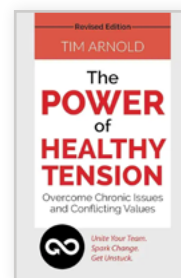
Perfectly-Sized Teasers You Can Use for Promoting Tim's Keynote

Keynote Option 1 - *Healthy Tension*

THE POWER OF HEALTHY TENSION: Overcome Chronic Issues and Conflicting Values

[SEE THIS KEYNOTE](#)

In today's polarized world, leaders and teams often get stuck treating every challenge as a problem to solve, picking sides and fueling conflict. Based on Tim Arnold's foundational book, *The Power of Healthy Tension*, this keynote offers a paradigm-shifting alternative: leveraging tension as a competitive advantage. Discover how to outsmart "Either/Or" dilemmas—such as change vs. stability, task vs. relationship, and truth vs. tact—by embracing "AND" thinking. You'll leave with practical tools to unite your team, spark meaningful change, and bring your organization's shared values to life.



Through a simple yet powerful four-step framework, learn how to transform division and conflicting priorities into opportunities for innovation, stronger communication, and better decisions. Thousands of organizations have used these proven strategies to move from surviving to thriving—now you can too.

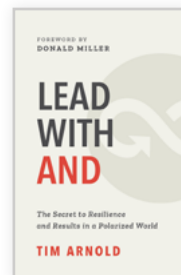
Keynote Option 2 - *Lead with AND*

LEAD WITH "AND": The Secret to Leadership Resilience and Results

[SEE THIS KEYNOTE](#)

Today's leaders are pulled in every direction by competing demands, unrealistic expectations, broken systems, and relentless change. In this inspirational keynote, based on Tim Arnold's bestselling book, *Lead with AND*, you'll discover a practical, perspective-changing approach to move beyond "Either/Or" thinking and thrive in the face of complexity. Tim unpacks the six unavoidable leadership tensions:

- Optimism AND Realism
- Change AND Stability
- Profit AND Purpose
- Expectations AND Grace
- Confidence AND Humility
- Caring for Others AND Caring for Yourself



Mastering these tensions unlocks resilience, improves decision making, and drives sustainable results. Through actionable tools and unforgettable stories, you'll be challenged and equipped to rise above division, unite teams, and thrive in today's complex world.

Keynote Option 3 - Next-Level Teamwork

NEXT-LEVEL TEAMWORK:

The 5 Tensions to Manage for High-Performance Teams

[SEE THIS KEYNOTE](#)

Most teams—even those filled with talented, hard-working people—struggle with dysfunction and division that drain energy and stall results. In this fun and practical keynote, Tim Arnold reveals that high-performance teams don't avoid tension—they harness it. Drawing from his acclaimed book *Next-Level Teamwork*, you'll learn the five essential tensions every team must manage:

- Tasks AND Relationships
- Structure AND Flexibility
- Truth AND Tact
- Collaboration AND Independence
- Empowerment AND Accountability



By combining experiential activities with examples that leaders truly connect with, you will learn how to turn friction into fuel for trust, engagement, courageous conversations, and shared ownership—empowering your team to move from unproductive to unstoppable.

Keynote Option 4 - Leading Change

LEADING CHANGE:

The 5 Tensions to Manage for Successful Transformation

[SEE THIS KEYNOTE](#)

Most change initiatives struggle with division, resistance, and confusion, leaving you and your teams feeling exhausted and frustrated. In this practical and hope-giving keynote, Tim Arnold draws from his bestselling book *Leading Change* to reveal how the secret to successful transformation isn't avoiding tension, but embracing it. You will learn to master the five key tensions at the heart of every change initiative:

- Innovation AND Consistency
- Facts AND Feelings
- Short-Term AND Long-Term
- Planning AND Action
- Complexity AND Simplicity



Through the power of “AND” thinking, you'll receive practical tools and strategies you can apply immediately, transforming resistance into resilience and division into unity. This session offers a clear blueprint for navigating change with confidence and clarity, equipping you to move from simply *managing* change to *mastering* it.

Sizzle Reel & Speaking Videos

If you need to get your team on board with booking Tim, show them this:



TIM ARNOLD
Author & Speaker

LONG FORM (3:48)



SHORT FORM (1:24)

If you're trying to decide which of the keynotes is the best option, check these out:



THE POWER OF
HEALTHY TENSION



LEAD WITH
AND



NEXT-LEVEL
TEAMWORK



LEADING
CHANGE

Want a glimpse of Tim in action? These clips speak for themselves.



EPIC:
Surfing & Leadership



RBC:
Thumbs Up, Thumbs Down



SHOPPERS:
Real World Tensions



STORYBRAND:
Replace BUT With AND



CLAC:
Lead With AND

High Impact Testimonials

The keynote went very, VERY well. Tim did a great job customizing the content, so it was like having an internal/external person. He listened, he knew us, AND he brought something fresh to our journey. Our CEO called it a 'rocking session'!

- Allstate Insurance Group



We were truly fortunate to have Tim Arnold join us at our recent leadership event. His keynote was passionate, practical, and profound. The strategies Tim presented will greatly enhance our team members' ability to navigate tensions in the workplace and become more confident and resilient. We highly recommend Tim to any organization looking to develop purposeful and result-driven leaders.

- YMCA Canada



WOW! That was such an incredible keynote. The leaders are BUZZING - I received so so so many messages raving about what we covered. Thank you again, that was truly a game changer for our leadership team.

- 7Shifts



We were thoroughly impressed with Tim's session! Our planning committee unanimously agreed: the keynote struck the perfect balance of theory, storytelling, and hands-on activities—with a wonderful touch of fun. Tim's dynamic and direct approach truly engaged every participant—an accomplishment not easily achieved. Highly recommended!

- Children's Hospital of Eastern Ontario - CHEO



I've had so much positive feedback, I don't know where to start. Tim was absolutely fantastic and our managers and employees are saying his speech was thoughtful, impactful, and energizing. Tim was so easy to work with and took the messaging from our event stakeholders and was able to weave that into his messaging to the team. Thank you again!

- Royal Bank of Canada



BOOK A CALL

1: PRE-EVENT PLANNING TOOLS

As an event professional, I've literally seen thousands of speakers and I can count on one hand the number of speakers who:

- 1) have a unique perspective on a topic that will change the way your audience thinks, and
- 2) can deliver it in a way that keeps audiences engaged as Tim Arnold can.

And he is at the top of that list! You won't go wrong booking Tim for your next event.

- *Spark Event Collective*



"Healthy Tension" is a simple yet profound concept that our senior executives are now raving about. Tim kept the crowd engaged and we were able to have fun and learn at the same time!

- *Miami Heat*



Such a rewarding session! I have already heard from attendees that they "loved it" and it was "amazing". People left inspired and reflective. The time we spent with Tim was truly valued by the team and will pay off in dividends for how they operate as a team and move the organization forward.

- *TJX*



I wanted to express my sincere gratitude for sharing your insights and expertise with our leaders, all 224 of them. The secret to transforming leaders and have them harness their potential is having a transformative, inspiring, and though-provoking speaker like yourself. Your presentation was empowering and impactful. Your efforts helped to make it an unforgettable experience for everyone in attendance. You knocked it out of the park!

- *Co-operators*



BOOK A CALL

At the Event

You've got a lot riding on the details, and a smooth, professional keynote is a big part of that. Here's what your AV team and event hosts need to know to make sure Tim's message lands exactly as planned. Whether it's a main stage talk or an interactive workshop, these requirements will keep the tech seamless, the delivery sharp, and the audience engaged.

Stage Intro:

Tim Arnold has dedicated his life to helping leaders navigate complexity with clarity. From Fortune 500 CEOs to Nobel laureates, he's shaped the thinking of leading minds in business and beyond, teaching them to harness the superpower of "AND" in an increasingly "Either/Or" world.

Tim's story is as dynamic as his insights. He has launched and sold a business, led a homeless shelter, built a social enterprise, and authored four bestselling books. His philosophy—'Lead with AND'—isn't just a leadership framework; it's a mindset. And in today's world, it's a mindset we need more than ever.

Beyond leadership development, Tim is an avid fisherman, world traveller, and—by his own admission—a really bad hockey player. Yet, his biggest accomplishments are being dad to Declan and Avryl, and husband to Becky.

Please give a warm welcome to Tim Arnold!



A/V Requirements

Tim arrives early, works closely with your AV team, and ensures a seamless experience. No surprises. No scrambling. Here are the things he'll need to deliver an exceptional keynote experience:

Audio:

- Lavalier microphone
- Sound system with speakers appropriate for venue size

Visual:

- Projector with HDMI input

Connectivity:

- HDMI input on stage for Tim's laptop for projection
- HDMI (same above) or 3.5mm audio jack on stage for audio
- Power strip and extension cord on stage for Tim's equipment

Laptop set-up:

- Tim will use his own laptop only (not onsite laptop) to run the presentation
- Laptop must be connected on stage for real-time access during Q&A and timing adjustments

If booking a workshop instead of a keynote please provide:

- One full pad of Post-it Super Sticky Easel Pad (flipchart)
- 12 flipchart markers



Social Media Handles & Hashtag Ideas

All accounts use the same handle: *@timarnoldleadership*

Here are the direct links:



Instagram: <https://www.instagram.com/timarnoldleadership>



LinkedIn: <https://www.linkedin.com/in/timarnoldleadership>



YouTube: <https://www.youtube.com/@TimArnoldLeadership>

When sharing about Tim's keynote, feel free to use these hashtags to connect with his community and expand the conversation:

**#KeynoteSpeaker #LeadWithAND #HealthyTension #BothAndThinking
#LeadershipDevelopment #TimArnold**

Bonus Ideas to Make Your Event Sing

Let Tim know if you'd like to add a little extra impact before or after his talk with one of these personal touches. There is no additional cost for any of the following:

- Audience Q&A
- Book signing
- Leadership team brief/debrief



BOOK A CALL

Post-Event

Slides + Action-Focused Resources

Attendees get [these follow-up materials](#) that help them implement what they've learned—not just a PDF to file away. Tim's resources are practical, timely, and team-ready.

Weeks later, the impact hasn't faded. People are still talking. Your execs are applying the insights. Your inbox holds a few extra kudos. And best of all? You made it look effortless. Because you didn't just pick a great speaker—you picked a partner who understood your vision from day one. You set the bar high—and cleared it.



Follow-Up Call (Optional but Powerful)

Want to build on the momentum from your stellar event? Tim offers a post-event debrief with you or with your event team to help embed the learning and support lasting change. He'll also share his insights and observations of your organization's culture.

Stay connected to Tim for additional resources & ideas you can use at future events. Be part of Tim's network of other like-minded planners who want to continually pull off cutting-edge events.

Tim can't wait to be in it for the long haul with you and your leaders.



Tim Arnold

Leadership Keynote Speaker

Haven't talked to Tim yet because you've just been checking him out online first?
Good on you!

If you've seen what you need to see, book a call and we'll make this the easiest
"yes" of your whole event planning process.

[BOOK A CALL](#)