

The Spotlight Machine

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Every organization runs on two systems: the one everyone sees and the one no one does. **Aziz Aghayev** helps education and corporate leaders use AI to make invisible work visible. He is the creator of The Spotlight Machine keynote and CEO of flowlyst, and has spoken across the United States, the UK, and Europe since 2019.

The keynote

The Spotlight Machine is a keynote about leadership, dignity, and the surprising role of AI in making invisible work visible. It is not a talk about technology. It is a talk about the people your institution depends on most, and the time AI buys leaders to finally see them.

- **The two systems:** what your organization actually runs on.
- **Invisibility is a retention crisis**, not a soft topic.
- **AI as the tool** that gives leaders time to see and honor people.

The training

Hands-on AI programs that make non-technical teams genuinely capable, delivered with the same human-first lens as the keynote.

- **AI Literacy for Education Leaders:** from zero to confident use.
- **The TADA Workshop:** the method Aziz teaches for talking to AI so it actually helps. Title, Assign, Define, Ask.
- **Corporate AI Training:** practical adoption for finance and operations teams.

THE SIGNATURE MOMENT

At the end of every keynote, something happens that no one sees coming. The audience names the invisible heroes in their organizations. Then the lights change, and the room understands why this keynote is called The Spotlight Machine. You have to be there for it.

Keynote

45 to 60 minutes, with an adaptable 30-minute version and optional Q&A.

Training

Half-day and full-day workshops, scoped to your team.

Anywhere

Available worldwide, in person and virtual.

Built for: education leadership, school business officials, CFOs, operations directors, and superintendents, and for corporate finance and operations teams.

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