SPEAKER OVERVIEW

Walt Blackman

Arizona State Representative · Combat Veteran · Leadership Keynote Speaker

Mediator · Author · Founder and CEO, CivicOS Group LLC
Chairman, Arizona House Government Committee
Hunt-Kean Leadership Fellow · The Hunt Institute



Leadership forged in combat. Tested in public service. Defined by accountability.

ABOUT WALT BLACKMAN

Walt Blackman speaks about the responsibility leaders carry when the votes are counted, the pressure is on, and the decisions they make have consequences. Drawing on 21 years of U.S. Army leadership, his experience in the Arizona Legislature, and his work as a mediator, Walt challenges audiences to rethink leadership, confront difficult truths, and put service ahead of personal interests.

A retired U.S. Army Sergeant First Class, Walt served 21 years in the United States Army, including combat deployments to Iraq and Afghanistan. He earned the Bronze Star Medal for meritorious service during Operation Iraqi Freedom II. His military experience shaped his philosophy of leadership: establish the mission, make difficult decisions under pressure, accept responsibility, and hold yourself accountable for the outcome.

In 2018, Walt became the first Black Republican elected to the Arizona House of Representatives. Representing rural communities in Legislative District 7, he has served in several legislative leadership positions and currently chairs the House Government Committee. His legislative accomplishments include sponsoring the legislation authorizing the Buffalo Soldiers Arizona Territory Monument.

Beyond public office, Walt is a mediator and the Founder and CEO of CivicOS Group LLC, an AI-powered government intelligence company focused on transparency, public information, and government accountability.

Walt is a Hunt-Kean Leadership Fellow at The Hunt Institute and is writing his forthcoming book, *Courage to Lead*. His approach to leadership is grounded in a simple principle: leadership is not measured by the authority someone holds, but by the responsibility they accept, the example they set, and the results they deliver.

FEATURED KEYNOTE

Leading Arizona Forward After the Midterms

Rebuilding trust. Responding to voters. Restoring responsible leadership.

Elections provide an opportunity for accountability. What leaders do afterward determines whether public confidence can be restored.

In this keynote, Walt examines the responsibilities facing political and organizational leaders after an election, particularly when the results challenge expectations. Drawing on military after-action reviews, public leadership, and conflict-resolution principles, he explores how leaders can recognize organizational shortcomings, listen to difficult feedback, overcome internal divisions, and refocus on the people they serve.

Audiences leave with a practical framework for conducting honest assessments, establishing achievable priorities, building stronger coalitions, and translating lessons into measurable results.

SELECTED SPEAKING ENGAGEMENTS

- **Taylor Trapper Days Memorial Day Service** — Keynote Speaker
- **Middle Ground Prison Reform** — Panelist, "What's Possible in Criminal Justice Reform at the Legislature in 2021?" presented with Arizona Capitol Times
- **Cobre Valley Republican Club** — Guest Speaker, including the Salute to Veterans Luncheon
- **Northland Pioneer College** — Commencement Speaker, 51st Commencement
- **Arizona Talks Independence Day Celebration** — Featured Speaker
- **Northern Arizona Council of Governments (NACOG)** — Panelist, regional Legislative Advocacy Workshop series
- **Show Low Memorial Day Program** — Featured Remarks
- **Arizona Talks: Juneteenth & America's 250th** — Featured Speaker and Panelist
- **Annual Fourth of July Rodeo** — Independence Day remarks to an audience reported at 15,000
- **CoreCivic National Correctional Professionals Day** — Speaker remarks at the Arizona State Capitol
- **Justice Action Network Foundation** — Oversight Panelist, State Lawmaker Convening on Smart Justice Policies

MEDIA & PUBLIC POLICY APPEARANCES

- **Arizona Agenda** — Q&A: Rep. Walt Blackman
- **Birdman at the Arizona Legislature** — Podcast interview on veterans' legislation, pediatric cancer funding, and the legislative process
- **Arizona Capitol Times** — New Faces: Walt Blackman
- **Arizona House Capitol Rose Garden News Conference** — Stolen Valor legislation

KEYNOTE TOPICS

01 LEADERSHIP AND ORGANIZATIONAL PERFORMANCE

1. Courage to Lead: Character, Conviction, and Accountability
Why leadership requires moral courage, personal responsibility, and the willingness to make difficult decisions.

2. Leadership Under Fire: Decisions When the Stakes Are High
Lessons from military leadership about decision-making, composure, discipline, and responsibility under pressure.

3. From the Battlefield to the Boardroom
Translating military leadership principles into organizational performance, strategic execution, and team accountability.

4. The Mission Before the Ego
Why successful organizations require leaders who put the mission, the team, and the people they serve ahead of personal recognition.

5. The After-Action Review: A Leadership Tool for Success
A practical four-question framework: What was supposed to happen? What actually happened? What did we learn? What must change?

6. The Courage to Tell the Truth
Building organizations where honest feedback is valued, uncomfortable conversations are welcomed, and accountability is expected.

7. Leading Through Crisis and Uncertainty
How to maintain direction, communicate effectively, and lead people through unexpected challenges.

8. Leadership Without a Title
Understanding how influence, integrity, credibility, and personal example create effective leadership at every level.

02 PUBLIC SERVICE AND POLITICAL LEADERSHIP

9. Leading Arizona Forward After the Midterms
Rebuilding confidence, accepting election accountability, and establishing a renewed direction for public service.

10. Why Arizona Needs a Different Kind of Leadership
Moving beyond political personalities and partisan victories toward respectful conduct, meaningful priorities, and measurable results.

11. The Voters Have Spoken. How Do Leaders Respond?
Listening to voters, examining shortcomings, and translating public expectations into responsible action.

12. Rebuilding Trust After the Campaign
Restoring credibility through transparency, consistency, honest communication, and follow-through.

13. From Campaign Promises to Public Results
Establishing measurable objectives and creating a culture where leaders are accountable for delivering results.

14. Representing Everyone After Election Day
Why public service requires leaders to represent all constituents, regardless of political affiliation.

15. Leading When Your Party Loses Ground
Building coalitions, overcoming internal divisions, and delivering results when political influence changes.

02 PUBLIC SERVICE AND POLITICAL LEADERSHIP (CONTINUED)

16. Leading a Divided Organization
Replacing factionalism, personal rivalries, and loyalty tests with shared objectives and organizational purpose.

17. Rural Leadership: Governing Beyond the Urban Center
Understanding the unique challenges facing rural communities and ensuring their voices are represented in public decisions.

18. The Ethics of Authority: Power, Restraint, and Public Trust
Why authority must be balanced with constitutional principles, transparency, institutional safeguards, and accountability.

03 CONFLICT RESOLUTION AND ORGANIZATIONAL RELATIONSHIPS

19. Conflict Is Not the Enemy: Turning Disagreement Into Progress
Using constructive disagreement to strengthen relationships, improve decisions, and create workable solutions.

20. The Mediation Mindset: Resolving Conflict Without Losing the Mission
Practical approaches to communication, negotiation, managing difficult personalities, and finding common ground.

21. The Discipline of Listening
Why effective leaders must understand the concerns of others before expecting others to understand their decisions.

04 VETERANS, EDUCATION AND THE NEXT GENERATION

22. From Service to the Next Mission: Veterans and Leadership
Translating military experience, discipline, and purpose into successful civilian leadership.

23. Preparing Arizona's Next Generation of Leaders
Mentorship, integrity, personal responsibility, and developing the next generation of public and organizational leaders.

24. The Human Side of Public Safety
Balancing accountability, institutional oversight, rehabilitation, and the responsibility to protect communities.

05 TECHNOLOGY AND THE FUTURE OF GOVERNMENT

25. Public Trust in the Age of Artificial Intelligence
How emerging technology can improve transparency and government performance without sacrificing human judgment, accountability, or public confidence.

26. Innovation With Accountability: Leading Government Through Change
Why technological progress must be accompanied by responsible implementation, measurable results, and public trust.

AVAILABLE SPEAKING FORMATS

- Keynote addresses
- Commencement addresses
- Leadership conferences
- Corporate and organizational leadership presentations
- Veterans and military leadership events
- University and educational presentations
- Public policy panels and roundtables
- Leadership workshops and fireside conversations

Service first. Respect always. Solutions over division.

SPEAKING INQUIRIES
Walt Blackman

PHONE
928-241-4129

WEBSITE
waltblackman.com