

TARJA STEPHENS

FOUNDER & CEO, CAREER VENTURES | EXECUTIVE ADVISOR
ON HUMAN-AI WORK | AUTHOR | KEYNOTE SPEAKER

Tarja Stephens is a Finnish-American business leader, author, keynote speaker and executive advisor focused on how AI is reshaping the workforce. Her work examines how companies manage human-AI work and how professionals transition into the AI economy.

CAREER VENTURES

She is Founder and CEO of Career Ventures, where Stephens advises executive teams on the management strategy required for the people running and overseeing human-AI work. She also supports professionals transitioning into the AI economy through stronger career agency and a personal Career Operating System supported by AI agents.

EXECUTIVE EXPERIENCE

Stephens built her career as a senior executive in the marine industry, where she led operational excellence and developed deep expertise in Lean methodologies, PMO, and ISO 9001 quality management. She also advanced talent development and helped organizations redesign how work is organized and delivered.

AUTHOR & ADVISOR

She is co-author of *The Human-Agent Orchestrator: Leading and Scaling AI-Driven Organizations*, built around the idea that we are the last generation to manage only humans. As AI agents enter the workplace, her advisory work focuses on building the new human-AI management system companies need to run and oversee this work effectively.

SPEAKER & NORDIC LEADERSHIP

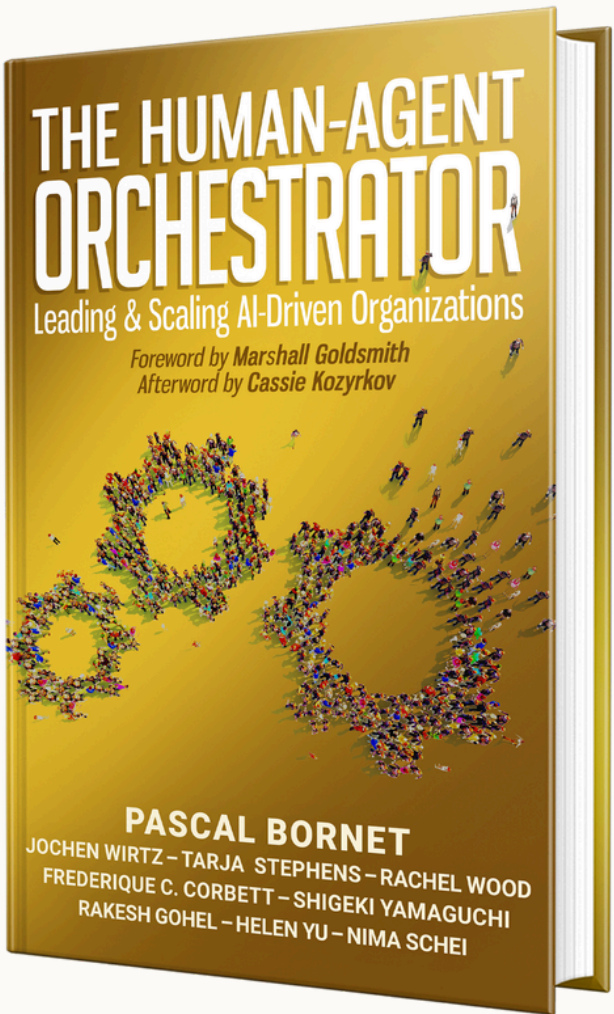
A keynote speaker on global stages, including World Economic Forum week in Davos, she brings a Nordic Leadership lens to conversations about what makes us human and the qualities leaders need to navigate the future of work.

COMMUNITY & IMPACT

Stephens is the founder of Leaders of the Future, a global leadership network that connects leaders through events and publishing. She has called Miami home for more than two decades and is active in the local AI community, including Miami AI Club, where she serves on an advisory council focused on education and the future of work.



“*Most companies are building a technology strategy for AI. Few have a management strategy for the people running it. Building that human-AI management system should now be on every leadership team’s agenda.*”
— Tarja Stephens



CO-AUTHOR OF
The Human-Agent Orchestrator
Leading and Scaling AI-Driven Organizations
We are the last generation to manage only humans. Leaders now need a human-AI management system for leading work across people and AI agents.


KEY TOPICS

- Human-Agent Orchestration
- Management System for Human-AI Work
- Career Agency & Professional Sovereignty
- Professional AI Agents & Career OS
- Nordic Leadership

