

CAROLINA CARO

THE UNLEARNING ADVANTAGE™

Evolve Leadership. Align Teams. Transform Culture.

~ One unlearned habit at a time.



BOOK CAROLINA

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Carolina is a leadership and culture keynote speaker, CEO of Conscious Leadership Partners, and creator of **The Unlearning Advantage™**, a framework that helps organizations evolve leadership, align teams, and transform culture; one unlearned habit at a time.

With over 15 years of experience, she has guided thousands of leaders, from NASA and the FBI to Warner Bros. and McDonald's to move beyond surface-level change and embrace identity-level transformation.

Her work combines evidence-based insight with humor and heart, helping leaders unlearn what no longer serves them and lead with greater clarity, courage, and consciousness.



Carolina is a globally recognized leadership and culture keynote speaker, CEO of Conscious Leadership Partners, and creator of **The Unlearning Advantage™**. She helps organizations evolve leadership, align teams, and transform culture; one unlearned habit at a time. With over 15 years of experience, she has guided thousands of leaders to shed outdated habits, uncover blind spots, and lead with greater clarity, courage, and consciousness.

Her clients include leaders at NASA, the FBI, Warner Bros., Kaiser, and McDonald's, as well as countless others navigating today's complex workplace.

As a Certified Speaking Professional (CSP), a distinction earned by fewer than fifteen percent of speakers worldwide, Carolina brings both authority and depth to her work. She is also a Professional Certified Coach with the International Coaching Federation and a Certified Diversity Executive (CDE), blending expertise in leadership, culture, and inclusion to create measurable impact.

A scientist by training with experience at Pfizer and Merck, Carolina combines evidence-based insight with humor and heart, helping leaders reconnect with who they are beyond the title. A triple citizen of Canada, the U.S., and the European Union, she brings a global perspective and the rare ability to connect across cultures. Her unlearning journey continues to fuel her mission: helping leaders and organizations embrace authentic, identity-level transformation that scales across teams and cultures.



Signature Keynote to Evolve Leadership



Ideal Audience:

Individual contributors stepping into leadership roles, emerging leaders, high-potential professionals, and anyone ready to lead from greater self-awareness and intentionality.

THE NEXT LEVEL LEADER

Unlearning What Got You Here

What if the biggest barrier to your leadership effectiveness isn't what you haven't learned but what you've never questioned? In this transformational session, discover how identity inertia: the invisible programming from our formative experiences silently shape workplace dynamics. Left unexamined, these unconscious habits, may have fueled past success but now limit growth, impact, and authentic connection.

Through **The Unlearning Advantage™** framework, you'll learn to recognize outdated patterns and replace them with conscious, future-focused leadership. This isn't just about personal development, it's a call to model the kind of self-awareness and intentional growth that transforms teams, cultures, and entire organizations.

The real breakthrough doesn't come from doing more.

It comes from letting go of what no longer serves.

Key Learning Outcomes:



Identify how identity inertia creates unconscious leadership defaults that limit growth and connection



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Signature Keynote to Align Teams

THE COHESION CODE

Building Teams That Move as One

Teams rarely struggle due to lack of talent or intention. More often, they're moving fast, managing competing priorities and relying on routines that have not kept pace with today's complexity. Over time, these patterns quietly create friction; slow decisions, cloud communication, and drain the momentum needed to move forward together.

This session introduces The Unlearning Advantage™ for teams, a framework that helps uncover the invisible habits that erode trust, create silos and weaken alignment. Rather than adding more to your plate, you'll focus on unlearning what gets in the way of trust, clarity, and progress.

This session turns alignment from an aspirational idea into a lived team rhythm. When teams unlearn together, they stop working in parallel and start moving as one: faster, clearer, and with greater impact.



Ideal Audience:

People leaders, functional heads, project leads, and cross-functional teams who are navigating complexity and ready to strengthen collaboration, clarity, and alignment by unlearning the habits that get in the way.

Key Learning Outcomes:



Identify how identity inertia within the team, stalls progression and weakens cohesion



Evaluate how outdated team habits show up across key competencies and where unlearning can drive the biggest breakthroughs



Apply the POCA® Model for Unlearning (Pause, Observe, Choose, Act) to shift default behaviors and build shared practices that cultivate clarity, trust, and alignment

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Signature Keynote to Transform Culture



OPERATIONALIZING CULTURE

Aligning People, Purpose & Performance

What if the biggest barrier to your leadership effectiveness isn't what you haven't learned but what you've never questioned? In this transformational session, discover how identity inertia: the invisible programming from our formative experiences silently shape workplace dynamics. Left unexamined, these unconscious habits, may have fueled past success but now limit growth, impact, and authentic connection.

Through **The Unlearning Advantage™** framework, you'll learn to recognize outdated patterns and replace them with conscious, future-focused leadership. This isn't just about personal development, it's a call to model the kind of self-awareness and intentional growth that transforms teams, cultures, and entire organizations.

You will gain tools to activate culture through daily behaviors and reinforce it with systems that drive alignment and accountability.

Ideal Audience:

C-suite leaders, senior executives, culture and people officers, transformation teams, and executive groups focused on building a culture that is reflected in everyday decisions, interactions, and outcomes.

Key Learning Outcomes:



Identify the systemic patterns and assumptions that misalign culture from purpose and performance



Apply the POCA® Model for Unlearning (Pause, Observe, Choose, Act) to lead culture transformation through intentional, shared behaviors



Design operational practices and feedback loops that embed unlearning into daily work and cultivate sustainable results

BOOK CAROLINA

CAROLINA CARO

Speaker Ryder & AV Needs



Carolina will bring

- Her presentation on a USB drive and on her MacBook Pro
- An adaptor with VGA and HDMI connectors

Carolina requests

- A wireless lavalier (lectern/podium is not preferred since it limits interactivity)
- One handheld microphone for audience participation
- A wireless presentation remote
- A screen and projector with VGA or HDMI input appropriate to room and audience size and with the availability to play sound and video
- A power outlet for her laptop
- A bottle of water
- A confidence monitor if available
- A helpful tip is for Carolina to know the color of the backdrop/curtains being used on stage to ensure that her outfit selection allows for the audience to see her properly



Rehearsal and Room Setup

- Carolina requests an A/V check and typically arrives one hour before her presentation to verify equipment.
- The room set-up should be discussed to fit the needs/objectives of the presentation.
- Carolina is committed to ensuring your event runs smoothly. If you are running behind, Carolina can be flexible with the timing of her presentation. To support this request, a clock that is visible from the stage is helpful.

Materials

- Carolina occasionally provides a printed handout to accompany her presentations. The file will be provided for printing by the client.

Meet & Greet

- Carolina is happy to make herself available to visit with attendees and answer any questions.
- If Carolina joins your team for any meals, please note that she does not eat meat.

Event Promotion (provided at no additional cost)

- Carolina is committed to the success of your event and is happy to offer media interviews, a short promo video (1 min), and/or social media interaction.

Travel Needs

- Carolina requests a flat travel stipend that will cover airfare, ground transportation, meals and incidentals. Carolina requests that the client handle the hotel reservation, preferably at the event venue, that is billed to their master account.

Video and Photos

- Professional videographers and photographers are always welcome.
- Carolina will want to know in advance if the session is being recorded and the intended use of the video before granting permission.
- She will also request the footage for her marketing materials.



Carolina is a globally recognized leadership expert and the CEO of Conscious Leadership Partners. She is the creator of **The Unlearning Advantage™**, a framework that helps organizations evolve leadership, align teams, and transform culture; one unlearned habit at a time.

Carolina unlocks the power of subtraction; helping leaders and organizations let go of what no longer works to make room for collaboration, innovation, and growth.

Her work has guided leaders at NASA, McDonald's, Warner, Kaiser, the FBI and plenty of humans just trying to navigate Zoom with grace.

Please join me in welcoming,
Carolina Caro
(Ka-ro-LEE-na Ka-ro)

