Carolina Caro
Leadership, Change & Workplace Culture Keynote Speaker

THE FUTURE OF WORK DEMANDS UNLEARNING

The Next Level Leader: *Unlearning What Got You Here*

Leaders today are navigating faster change, higher expectations, and fewer resources. Yet when uncertainty rises, leaders naturally default to the beliefs, responses, and behaviors that made them successful in the past.

Carolina calls this **Identity Inertia**: the tendency to meet a new reality through an identity built for an earlier one. The very patterns that once created confidence, control, and results can begin to constrain capacity, limit adaptability, and hold leaders back from what the moment now requires.

Change rarely sticks when we focus only on new behaviors. Lasting change begins by understanding and unlearning the identity patterns driving them.

In this keynote, Carolina introduces the POCA® Model for Unlearning. Leaders learn to recognize the patterns shaping how they respond under pressure, interrupt outdated defaults, and intentionally choose how they want to lead what comes next.

Key Learning Outcomes

IDENTIFY: Recognize the beliefs, embodied responses, and behaviors shaping their leadership identity and where patterns that once supported their success may now be limiting their effectiveness.

SHIFT: Apply the POCA® Model to interrupt automatic responses, challenge outdated identity patterns, and choose how they want to lead in moments of pressure and change.

ACT: Create a practical unlearning commitment that translates greater self-awareness into intentional actions, stronger leadership choices, and measurable progress.

Ideal Audience: Emerging leaders, newly promoted managers, and high-potential professionals navigating greater responsibility, accelerating change, or roles that require them to move beyond the patterns behind their earlier success.

Aligned by Design: ***How Unlearning Builds Teams That Move as One***

The best teams don't always agree, but they move as one because trust, candor, and shared accountability allow them to respond quickly and act with alignment.

Under pressure, even capable teams default to familiar roles, unspoken rules, and established routines. What once created stability can begin to slow decisions, weaken collaboration, and fragment collective effort.

This is **Identity Inertia at the team level:** meeting new challenges through a collective identity built for an earlier reality. It shows up as cross-functional competition, avoided conversations, approval bottlenecks, dependence on a few key people, and workarounds that become "how we do things here."

Alignment isn't created by simply asking people to collaborate better. Teams must uncover and unlearn, the beliefs, norms, and behaviors shaping how they work together.

In this keynote, Carolina applies the POCA® Model for Unlearning at the team level. Participants surface unspoken patterns, interrupt the defaults creating friction, and build a team identity grounded in trust, shared ownership, and aligned action.

Key Learning Outcomes

IDENTIFY: Recognize the beliefs, norms, and behaviors shaping the team's collective identity and their effect on trust, decision-making, collaboration, and accountability.

SHIFT: Apply the POCA® Model for Unlearning to surface unspoken patterns, interrupt automatic team responses, and address the defaults creating friction and misalignment.

ACT: Establish intentional agreements and practices that strengthen candor, distribute ownership, and turn individual talent into collective momentum.

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.

Change Ready: ***How Unlearning Cultivates Adaptability***

Change keeps accelerating, but organizations often meet a new reality with systems, processes, and procedures designed for an earlier one. What once provided structure and clarity can begin to slow decisions, narrow critical thinking, and make thoughtful risk feel unsafe.

This is **Identity Inertia at the organizational level.** It appears in approval chains, reliance on precedent, fixed ways of working, and cultures where maintaining certainty feels safer than questioning what no longer works.

Adaptability cannot simply be mandated. Organizations must uncover and unlearn the legacy patterns shaping how decisions are made, ideas are evaluated, and people respond when the path forward is uncertain.

In this keynote, Carolina applies the POCA® Model for Unlearning at the organizational level. Participants learn to recognize where “we’ve always done it this way” is limiting progress, interrupt outdated defaults, and create the conditions for stronger decisions, thoughtful experimentation, and continuous adaptation.

Key Learning Outcomes

IDENTIFY: Recognize the systems, norms, and assumptions preserving an outdated organizational identity and how they limit critical thinking, decision-making, and adaptability.

SHIFT: Apply the POCA® Model or Unlearning to challenge inherited assumptions, interrupt reliance on precedent, and respond more intentionally as conditions change.

ACT: Create the conditions for thoughtful risk-taking, distributed ownership, learning from mistakes, and continuous adaptation.

Ideal Audience:
Perfect for: Senior executives, people and culture leaders, transformation teams, and leadership groups responsible for navigating change and building greater adaptability across the organization.

Carolina Caro (Bio: Short 127 words)

Carolina believes in the power of subtraction.

Her signature approach, The Unlearning Advantage®, helps leaders, teams, and organizations identify and shed the outdated identity patterns that limit performance, erode culture, and get in the way of lasting change.

Carolina is the CEO of Conscious Leadership Partners and has worked with leaders at NASA, the FBI, Warner Bros., McDonald's, and other leading organizations. A former HIV research scientist, she went on to hold leadership roles at Merck and Pfizer, giving her a unique perspective at the intersection of science, leadership, and organizational change.

She holds a Master of Science and a Master of Business Administration and is a Certified Speaking Professional (CSP®) with the National Speakers Association and a Professional Certified Coach (PCC) with the International Coaching Federation.

Carolina Caro (Bio: Long 286 words)

Carolina believes in the power of subtraction.

In times of uncertainty, the instinct is to add more strategies to already full plates. That tends to produce overwhelm rather than effectiveness. The real leverage point is exploring what gets in the way.

After years of coaching C-suite executives and leadership teams across industries, Carolina identified that what limits leaders is a continued reliance on identity patterns that no longer fit the demands they face today.

Her signature approach, The Unlearning Advantage®, helps leaders and organizations let go of the patterns that limit performance, erode culture, and prevent lasting change. Her work guides leaders and teams to unlearn the patterns that shape how they show up. Change sticks because it starts at the root.

A former HIV research scientist who held leadership roles at Merck and Pfizer before training as an actor at the Neighborhood Playhouse in New York, Carolina has lived the unlearning she asks of leaders. She set aside a known identity to discover what was possible on the other side.

She is the Founder and CEO of Conscious Leadership Partners, where she leads a team of coaches and facilitators delivering leadership academies, workshops, retreats, and executive and team coaching.

Carolina has worked with leaders at NASA, the FBI, Warner Bros., Kaiser Permanente, and McDonald's. She holds a Master of Science and a Master of Business Administration, is a Certified Speaking Professional (CSP®) conferred by the National Speakers Association, and is a Professional Certified Coach (PCC) with the International Coaching Federation.

A citizen of Canada, the United States, and the European Union, and fluent in English, Spanish, and French, she brings a global perspective to how leaders evolve beyond the patterns that once defined their success.

Stage Intro

Most leadership development focuses on what to add.

Carolina Caro believes the real breakthrough comes from what we're willing to subtract.

Carolina is a keynote speaker and leadership expert whose signature framework, The Unlearning Advantage®, helps leaders, teams and organizations shed the identity patterns that limit performance, erode culture, and prevent lasting change.

A former research scientist who held leadership roles at Pfizer and Merck, Carolina has worked with leaders at NASA, the FBI, Warner Bros., Kaiser Permanente, and McDonald's.

Today, she'll show us how unlearning the patterns that no longer serve us creates the foundation for sustainable leadership and lasting organizational change.

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