

Most leadership development adds. Carolina Caro subtracts.

Carolina is a keynote speaker and leadership expert whose signature approach, The Unlearning Advantage®, helps leaders and organizations let go of patterns that limit performance, erode culture, and prevent lasting change.

After years working with C-suite executives across industries, she identified a critical gap. Organizations invest in new skills, but when identity goes unexamined, behavior change fails and old patterns return under pressure. Carolina's work addresses this through a subtractive approach at the level of identity, helping leaders unlearn the patterns shaping how they show up, not just what they do. Change sticks because it starts at the root.

A former research scientist who held leadership roles at Pfizer and Merck, before training as an actor at the Neighborhood Playhouse in New York. Carolina has lived the unlearning she asks of leaders, setting aside a known identity to discover what's 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, and has earned the Certified Speaking Professional (CSP®), a designation held by fewer than 15% of professional speakers worldwide.

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.





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Carolina Caro subtracts.

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

Her work operates at the level of identity, where change actually sticks.

A former research scientist with leadership experience at Pfizer and Merck, she trained as an actor at the Neighborhood Playhouse in New York and has lived the unlearning she asks of leaders. She has worked with leaders at NASA, the FBI, Warner Bros., and McDonald's.