

EDUCATION

PhD

Mass
Communication &
Complexity Science
· Ohio University,
USA

Master's

Communication for
Development · Ohio
University, USA

Law Degree

Universidad
Centroamericana
(UCA), Nicaragua

Grad. Certificate

Gender Studies ·
Ohio University,
USA

CERTIFICATIONS

Executive Coaching

INCAE Business
School
(LATAM/Harvard)

Executive Coaching

Success Unlimited
Network, UK

Life &

Leadership Coaching

The Life Coach
School, USA

CORE

COMPETENCIES

- Systemic Leadership
- Complexity Science
- Neuroscience of Decision-Making
- Behavioral Psychology
- Emotional Intelligence
- Strategic Advisory
- Organizational Transformation
- Crisis Response

Brilliance Has Blindspots

Executive coach and strategic advisor with over 30 years of international experience across four continents. I work with exceptionally intelligent leaders — founders, CEOs, executive directors of large NGOs and foundations, and senior diplomatic and institutional representatives — who face a paradox: the same brilliance that drove their success now generates blind spots that distort their judgment at the most critical moments.

You don't need to learn anything new. You need to see what your own brilliance prevents you from seeing.

Professional Experience

Executive & Leadership Coach

Independent Practice — Mexico City 2025 – Present

- Bilingual (EN/ES) executive coaching for senior leaders in business, international organizations, NGOs, and foundations.
- Systemic leadership advisory: mental precision, emotional regulation, and high-stakes decision-making in complex environments.
- Workshops and keynotes on systemic leadership, critical mindset, and organizational transformation.

Co-Founder & CEO

Massive Systemic Change 2022 – Present

- Global strategic consulting firm specializing in systemic change, complexity science, and conscious leadership.
- Programs for Fortune 500 companies, international NGOs, and social impact organizations.

Founder & CEO

Coaching for Social Innovation, LLC 2017 – Present

- Executive coaching and leadership training for activists, social entrepreneurs, and civil society leaders.
- Creator of the Indomable Latina Leadership Network, strengthening communities of feminist women leaders.

International Speaker, Consultant & UN Advisor

Latin America · USA · Southeast Asia · Europe 2000 – Present

- Strategic advisory for leaders in multinational organizations on social change strategies and systemic leadership.
- International conferences on complexity, social and organizational change, and systemic leadership.

Proprietary Methodology

Systemic Leadership for Complex Times™ — An integrated coaching model combining complexity science, neuroscience of decision-making, and behavioral psychology. Designed for senior leaders in high-complexity, high-pressure environments. Produces clarity in moments, not months.

- **Cognitive Discipline** — the ability to slow down and recognize your own assumptions before they become decisions or impulses.
- **Reality Check** — separating your internal narrative from external reality, so decisions come from clarity instead of reactivity.
- **Emotional Regulation** — channeling intense emotions in a productive, positive way.
- **Pattern Recognition of the Self** — seeing your own loops, patterns, and behaviors before they ripple across the organization.
- **System Awareness** — seeing how your behavior creates responses across teams, culture, communication, and decision pathways.

- Feminist Leadership
- Bilingual Coaching (EN/ES)

LANGUAGES

Spanish — Native
English — Fluent

AFFILIATIONS

ICF Mexico — Member
FCAM — Chair of the Board

I focus on how you think, not just what you think.

Selected Clients

AT&T · UNICEF (Regional Office) · Together for Girls · Women's Link Worldwide · Engendered Health · Government of Indonesia · HELM · FEISA (Colombia) · Universidad de Antioquia · Corporación CEFA · Texas University at El Paso · Living Water International · Keiser University · Morgan Stanley Wealth Management · Fundación Puntos de Encuentro · Be Brave Movement (Global) · INTUIT · ADISA Communication

Selected Publications & Speaking

2024 — *Shaking the System.* Keynote, Miami Philanthropy Forum (Morgan Stanley Wealth Management, Greystone & CCS Fundraising). Miami, USA.

2022 — *Becoming Indomable: The Mindset Needed to Take Over the World.* Annual INTUIT Leadership Retreat. Virginia, USA.

2020 — *Emotional Intelligence for Entrepreneurial Success.* Emprendiendo 360, Virtual Latin American Conference of Entrepreneurship.

2019 — *Developing Resilience and Strength in Times of Uncertainty.* Women of Change: National Conference of Female Entrepreneurs. Managua, Nicaragua.
