

The Experience Behind Sincronía

The shifts and experiences that gave rise to Sincronía are summarized below.

Beyond credentials, what matters is this: the emergence of a profound commitment to clarity, to exploring ways of seeing myself, others, and the world, and to accompanying leaders not with advice or formulas, but with presence and deep listening.

For years, my focus was outcomes - faster, better, more, sooner.

For years, I tried to find my way through the swirl by doing more and thinking harder.

Working in high-performance environments brought results and recognition, but also a mind in constant motion. Like a snow globe shaken again and again, clarity was often lost in the swirl of urgency and ambition.

Over time, the movement began to settle. Not through stopping, but through seeing clearly. The shift was not from doing to being - but to a deeper being-while-doing.

Sincronía grew out of that transformation. It is the fruit of more than two decades of experience in leadership, performance, and inner development:

- 16 years at McKinsey & Company, including as Partner in Latin America, leading complex transformations and co-founding leadership services
- 5 years as Senior Vice President of People & Culture at Danske Bank, guiding deep organizational and cultural change
- Certified in Ontological Coaching, Organization & Relationship Systems Coaching (ORSC), and The Leadership Circle
- Lived experience across more than 20 countries, fluency in 6 languages, and thousands of hours

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supporting leaders and teams