



Flavia Pino

Associate Professor at Universidad Adolfo Ibañez's Business School, Corporate Development Centre and Visiting Professor at Universidad del Desarrollo's Engineering Faculty in Santiago, Chile.

Bachelor's degree in Organizational Psychology, Master's degree in People Management and an MBA Foundations Degree from The Hague University (The Netherlands).

Certified Coach. Immunity to Change Approach.
Prof. Robert Kegan, Dr. Lisa Lahey, Minds at Work. Cambridge MA.

Leadership Circle Practitioner. Subject–Object Relation Maturity Assessment.
Certified Culture Transformation Practitioner.

Works in Spanish and English.
Based in Santiago de Chile.

For over 15 years Flavia has been supporting leaders evolve into bigger selves, more flexible and capable of dealing with the increased complexity, volatility, and uncertainty of their business environments. Leaders Flavia works with come from many countries and hold positions in the c-suites of different industries like mining, financial services, retail and energy.

Flavia is well known as an expert in the field of leadership development. From the intersection of praxis, consulting, and academia, she brings continuous innovation in matters related to vertical development, artificial intelligence and future capabilities, cultural evolution and digital mindset. With 12+ years in OD executive positions in Latin America and Europe, Flavia adds value to each organizational development intervention and levels up the return on investment.

Her clients describe her as a thoughtful and warm character guiding them into new territory. She helps to uncover new possibilities that allow to move forward where no path has been visible before. She has the skill to make the adventures of learning a fun experience with the seriousness that is needed when looking into the dark. Flavia's presence allows to explore the complex issues of business and life and is shining a light when it is needed.