

PABLO ESCORCIA

ORGANIZATIONAL
DEVELOPMENT
CONSULTANT,
LEADERSHIP
COACH, TRAINER &
FACILITATOR



CONTACT

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EDUCATION & CERTIFICATIONS

Advanced Coaching Skills Cert.
University Conscious Coaching, Berlin (2013)

Advanced Coaching & Facilitation Skills
Newfield Network, Bogota (2009)

Ontological Coaching Certification
Newfield Network, Bogota (2008)

Advanced Facilitation & Team Development
FISH program, Bogota, 2000 - 2010

Certificate in Communication, Culture & Globalisation
UNESCO Chair/ Pontificia Universidad Javeriana (2008)

Certificate in Democratic Culture, Inclusion & Diversity
OAS / Sergio Arboleda University (2006)

B.A. Political Science & International Studies
Sergio Arboleda University (1999 - 2004)

ABOUT PABLO

Pablo is a Berlin-based consultant, leadership coach, and facilitator who has spent over two decades working alongside leaders, teams, and organizations navigating change, uncertainty, and growth.

His work sits at the intersection of organizational development, strategy, and embodied practice.

He supports people not only to design strong systems and clear plans, but to cultivate presence, trust, and meaningful collaboration — especially in complex, multicultural, and high-pressure contexts.

Over the years, Pablo has worked with more than 200 organizations across Europe, Latin America, Africa, and Asia, supporting processes in strategic planning, leadership development, evaluation and learning, and organizational transformation.

He brings a holistic and systems-oriented perspective, aligning structures and metrics with the human realities of motivation, relationships, power, and purpose.

Alongside his consulting work, Pablo is a long-time practitioner and teacher of Biodanza and yoga. These practices inform his facilitation style in practical ways: grounding conversations, strengthening awareness, and supporting leaders to make wiser decisions under pressure.

He works in Spanish, English, and German.

PORTFOLIO

- Leadership Coaching
- Organizational Development
- Strategic Planning & Reviews
- Monitoring, Evaluation & Learning (MEL)
- Facilitation of Complex Group Processes
- Multi-stakeholder Dialogue & Team Development
- Regenerative & Embodied Leadership

Q&A

1) How did you get involved in key2advance?

I was introduced to K2A through my former business partner Mike, who is part of the community. Later, I was invited to join the annual retreat, where I facilitated a Biodanza session.

During those days, something clicked quite naturally — I felt both welcomed and aligned with the people, the conversations, and the way of working. It became clear to me that this was a community I wanted to be part of.

2) What experience do you bring to the community?

I bring over 20 years of experience supporting organizations, leadership teams, and networks navigating complexity, change, and growth across Europe, Latin America, Africa, and Asia. My work spans organizational development, strategic planning, leadership coaching, monitoring and evaluation, and facilitation of complex group processes.

3) What value does coaching and facilitation bring to your clients?

My work helps clients create clarity and direction while staying connected to what really matters — both strategically and humanly. I bring a strong sensitivity to how culture, power, and perspective shape decisions and collaboration. This allows clients to navigate complexity with greater awareness, make better decisions, and build solutions that are both effective and sustainable.

4) How do you work with your clients to ensure the perfect session?

I start by meeting people where they are — understanding their context, challenges, and what is at stake for them. From there, I work at the intersection of systems thinking, embodiment, and awareness of power and relationships. This means designing processes that are not only intellectually clear, but also grounded in experience, connection, and real interaction.

5) What's your favourite part of being part of the key2advance community?

The sense of community and the quality of collaboration. K2A brings together people with very different backgrounds, perspectives, and strengths — and that diversity creates real learning and growth. It's a space where you can exchange ideas, challenge each other, and co-create meaningful work, while genuinely enjoying the process.