



Sarah Calvo

Behavioral Analyst & Speaker

Teams don't fail because of talent.
They fail because of design.

Redesigning how teams actually work.

Teams don't fail because of talent.

They fail because of **design**.

High performance is a system outcome.



Sarah Calvo is a Behavioral Analyst & Organizational Systems Designer , with 15+ years of global experience shaping how organizations think, behave, and perform.

She works with leaders to redesign how teams operate, turning complexity into clarity, and talent into consistent performance.



Keynotes That Transform How Teams Perform

Strategic keynotes with live audience experiences..
Audiences don't just hear the insight , they experience it.

Why High-Performance Teams Fail

Why talent alone doesn't deliver results.

The System Behind High-Performance Teams

How to design teams that actually work.

Behavior Is the System

The hidden dynamics shaping team performance.

This Is Not Traditional Team Development

- Design systems. Not motivation.
- Behavior under pressure. Not personality labels.
- Structural clarity. Not generic frameworks.

Experiential learning. Not passive inspiration.

High performance is engineered, not inspired.

SIGNATURE EXPERIENCE

The keynote format includes a live experiential exercise that allows audiences to feel how execution breaks down under pressure. This creates an immediate shift: leaders stop blaming individuals and start redesigning systems.



A signature live experience that turns invisible system dynamics into something leaders can see, feel, and rethink immediately.

THE
GOLDEN
TEAM
MODEL™

CONTEXT

Shapes perception &
decisions

DESIGN

Defines system structure

BEHAVIOR

Reveals behavior under
pressure

MOVEMENT

Drives execution flow

What high-performing organizations get right

- Decisions happen faster — and stick
- Less energy wasted on rework
- Execution becomes **consistent** — not reactive
- Performance holds under pressure

This is not culture. It's system design.



Sarah
Calvo
Conesa

Behavioral Analyst & Speaker

Advanced Doctoral Studies in Psychology & Human Resources with focus in human behavior (Private Institution)
Master’s Degree in Organizational Psychology and Human Resource Management (Private Institution)
Certified Behavioral Analyst (Hogan, DISC, Emotional Intelligence)
Social Psychology Miguel de Cervantes University (Spain)
Human Behavior Analysis San Jorge University (Spain)

Organizational systems designer and keynote speaker focused on how teams actually function, beyond roles, talent, or surface-level dynamics.

Her work integrates applied psychology, behavioral analysis, and system design to understand how structure, context, and decision-making shape alignment, execution, and performance inside organizations.

She is the creator of the Golden Team Model™, a framework used to redesign team dynamics, reduce friction, increase clarity, and enable consistent execution under pressure.

She is the author of The Beehive Mindset and My Dearest CEO. Her upcoming book (May 2026) The Golden Team Model, explores why high-performing teams fail and how system design determines sustainable performance.

SPEAKING TOPICS

- Why high-performing teams fail
- System design vs motivation
- Decision-making in complex environments
- Organizational behavior under pressure
- Applying the Golden Team Model™ in organizations

EXPERIENCE

Founder & Organizational Systems Designer
Conexus Berlin..

- Advising leadership teams, including senior stakeholders, on organizational design, decision-making, and execution in complex environments.
- Redesigning team structures and alignment systems to improve clarity, performance, and execution consistency.
- Identifying hidden friction and behavioral patterns impacting decision quality and leadership effectiveness.
- Delivering executive sessions and keynote talks for leadership teams and organizations.

PROPRIETARY MODEL

Golden Team Model™

- Context — shapes perception and decision-making.
- Design — defines system structure.
- Behavior — reveals responses under pressure.
- Movement — drives execution flow.

LANGUAGES

Spanish (native)
English (professional)
German (A2)

Available for keynote speaking, executive sessions, and leadership forums.

CONTACT

Sarah.calvo@conexus-berlin.com

www.conexus-berlin.com

LinkedIn: Sarah Calvo

Available for keynotes, leadership offsites, and executive team sessions.

Book a live keynote experience that transforms how your teams perform.

