



Dr. Ramon Pastrano:

Dr. Ramon is a visionary architect of transformational leadership and systems change. With a background as diverse as the complex issues he addresses, Dr. Pastrano brings unparalleled expertise in organizational culture, human transformation, and leadership development. As the founder of Third Sphere LLC, he leverages decades of experience in building healthy culture, high-performing teams, empowering leaders to drive meaningful, sustainable change.

Dr. Pastrano's journey spans the globe, studying leadership and transformation across diverse cultures and integrating insights from medical science, business, and anthropology into a holistic approach. His multidisciplinary expertise, shaped by experiences in the U.S. Navy, medicine, and social innovation, makes him a sought-after guide for leaders striving to create resilient, inclusive, and forward-thinking organizations. Dive in to discover how Dr. Pastrano inspires transformation with visionary thinking and a unique blend of knowledge, passion, and humanity.



Ramon A. Pastrano, D.Min-GCL, MSM, MATS, USNR-R

Dr. Ramon A. Pastrano is a visionary leader, organizational culture architect, and expert in transformational leadership, change management, and social innovation. He is the founder of Third Sphere LLC, a consulting firm specializing in organizational transformation, cultural competence, inclusive leadership, and human-centered design innovation.

Dr. Pastrano is a pioneer in immersive experiential learning design, helping organizations develop high-impact leadership programs that foster resilience, adaptability, and cultural agility. With deep expertise in human-centered design, design thinking, and systems thinking, he integrates these disciplines to drive organizational effectiveness and strategic growth. His groundbreaking work in intercultural competence, inclusive leadership, and emotional intelligence has been widely recognized by organizations across corporate, nonprofit, and government sectors, both nationally and globally.

With over 15 years of experience as a surgical consultant and medical device specialist at Ethicon, Medtronic, and Pfizer Pharmaceuticals, Dr. Pastrano has applied his expertise in strategic problem-solving and system optimization across multiple industries. His contributions to social innovation and leadership development earned him the prestigious Doctor Act Award from the TRANS4M Council for Research and Innovation in Switzerland.

A seasoned global speaker and consultant, Dr. Pastrano has worked extensively across North America, Europe, Africa, South America, the Middle East, and Asia, leading leadership engagements, cross-cultural initiatives, and humanitarian projects that empower leaders to navigate complexity and drive sustainable change.

A U.S. Navy veteran, Dr. Pastrano is a graduate of the U.S. Naval Supply Corps School and served as a Commanding Officer in the U.S. Navy Reserve.

Dr. Pastrano holds a Bachelor of Arts in Mass Communications/Media Studies from Briar Cliff University and multiple advanced degrees:

- Master of Science in Management – U.S. Naval Supply Corps School
- Master of Arts in Theological Studies – Bethel Seminary
- Doctorate in Global Contextual Leadership – Bethel University

His work continues to shape leaders, organizations, and communities by fostering transformational change, inclusive leadership, and high-performing cultures through innovative learning experiences and strategic leadership development.



Personally...

I am passionate about helping leaders and organizations transform into high-performing cultures where individuals thrive, and teams excel. Drawing from a rich blend of experiences in the medical field, military service, faith, and academic study, I bring a unique perspective to leadership development and organizational transformation.

With expertise in neurology, pharmacology, psychology, and socio-cultural anthropology, I understand the intricate connections between human behavior and organizational systems. My military service further honed my leadership skills in multicultural environments, reinforcing the critical importance of trust, psychological safety, and collaboration—principles I now champion in my work with leaders and teams.

In today's workplace, challenges like low employee satisfaction, high turnover, and hybrid work demands call for transformational leadership. I am committed to equipping leaders with the tools to foster trust, resilience, and meaningful collaboration, turning obstacles into opportunities for sustainable growth. Through immersive experiences, coaching, and consulting, I guide organizations in creating cultures that inspire engagement and innovation.

Let's partner to design a workplace culture that meets today's challenges and builds a legacy of excellence for tomorrow. Together, we can reimagine what's possible.



LIST OF WORKSHOPS and KEYNOTES

1. Transformational Leadership: Pioneering Change, Inspiring Growth
2. Cultural Competence in Action: Building Bridges in a Divided World
3. The Power of Inclusive Cultures: Turning Diversity into a Strategic Advantage
4. Leading with Emotional Intelligence: Navigating Change and Complexity
5. Beyond Minimization: Advancing Diversity, Equity, and Inclusion in Organizations
6. The Future of Work: Creating Cultures of Psychological Safety and Trust
7. Ethical Leadership: Guiding Organizations with Integrity and Purpose
8. From Conflict to Collaboration: Transforming Challenges into Opportunities
9. Equity in Action: The Role of Leaders in Creating Inclusive Organizations
10. The Resilient Leader: Thriving in Times of Uncertainty and Change
11. Human-Centered Design for Social Impact: Innovating for a Better Future
12. Mindful Communication: Fostering Connection and Understanding in the Workplace
13. Breaking the Cycle: Addressing Systemic Barriers Through Courageous Leadership
14. Peacemaking and Progress: Leadership Lessons for a More Inclusive Tomorrow
15. Cultivating Inclusive Excellence: The Intersection of DEI and High-Performance Teams
16. The Anatomy of Transformation: Unlocking Human Potential in Organizations
17. Revolutionizing Leadership: Shifting Paradigms for a Better World
18. Navigating the Complexities of Change: Leadership Strategies for Inclusive Growth
19. The Art of Feedback: Building Trust and Transforming Cultures
20. Balancing the Load: Leadership Strategies to Prevent Burnout and Foster Wellbeing
21. Emotionally Intelligent Leadership: Mastering Self-Awareness for Better Decision-Making
22. From Reaction to Response: The Emotional Intelligence Playbook for Leaders
23. Mindful Leadership: Cultivating Focus and Emotional Agility in a Distracted World
24. The Accountability Advantage: Building Cultures of Trust and Ownership
25. Leading with Integrity: The Role of Accountability in Transformational Leadership
26. Courageous Accountability: Balancing Empathy with Results
27. The Strengths Factor: Unlocking the Potential of Teams Through Positive Leadership
28. Leading from Strengths: Building High-Performing and Inclusive Teams
29. Harnessing Your Superpowers: A Strengths-Based Approach to Leadership
30. Strength in Diversity: Leveraging Individual Strengths and Human Differences for Collective Success
31. Leading and Managing in Multicultural Environment



32. Mindsets and Practices for Equity and Inclusion in Business
33. DEIB What they Are & and Why they Matter
34. Emotional Intelligence (EQ)
35. The Role of Emotional Intelligence in Navigating Social Media and Creating Wellbeing.
36. Leading Transformational Change
37. Building Trust at the Organizational and Personal Levels
38. The Role of Unconscious Bias and the Power of Awareness Based Leadership
39. Intercultural Conflict Management and Resolution
40. Leading and Managing Through Crisis (Change Management-Stress Management and Mental Health).
41. Mindsets and Practice for Equity and Inclusion in Partnerships
42. Critical and Systems Thinking in DEIB
43. Inclusive Leadership: Building Inclusion and Belonging in your Organization
44. Leading in Multicultural and Diverse Environments
45. Strengths-Based Leadership for Teams
46. Strengths-Based Leadership for Leaders
47. Compassionate Leadership.
48. Recruiting, Hiring, and Retaining
49. Performance Management: Coaching Across Cultural and Human Differences
50. Driving Accountability Through Culture
51. Conflict Management and Difficult Conversations
52. Cultural Competence & DEIB Leadership – From theory to Practice

*Customized workshops and speaking presentations upon request.