



# TRANSFORMATIONAL LEADERSHIP PROGRAM

## OVERVIEW



LUNA JIMÉNEZ  INSTITUTE  
FOR SOCIAL TRANSFORMATION

*Transforming the world,  
one revolutionary relationship at a time.*

# WHO WE ARE



Luna Jiménez Institute for Social Transformation (LJIST) provides learning and development, facilitation, coaching, and keynote speaking to inspire individuals and organizations to deepen their commitment to social justice and create transformational change, one revolutionary relationship at a time.

LJIST is internationally recognized for highly effective and insightful programs, expert facilitation of inclusive processes, and dynamic speaking.

Our goal is to inspire and support our clients as they utilize personal healing and active engagement in our LJIST Community of Practice (CoP) to develop powerful skills for transformational social change. We partner with people and organizations dedicated to embracing their full leadership capacity to create a more equitable and just world.

***Lasting and effective social change happens one relationship at a time.***



## OUR STORY

LJIST's transformational approach to social change continues the work first started by Dr. Erica "Ricky" Sherover-Marcuse and then carried on by recognized cross-cultural communication specialist Lillian Roybal Rose, M.Ed.

Based in Portland, Oregon, LJIST has been providing transformative learning and development experiences, purposeful facilitation, and impactful DEI action and strategic planning for organizations, companies, groups, agencies, and communities since 1994.



NANCI LUNA  
JIMÉNEZ

Founder & President  
NANCI@LJIST.COM

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Never doubt that  
a small group of  
thoughtful, committed  
people can change  
the world. Indeed, it  
is the only thing that  
ever has.

MARGARET MEAD

## BIOGRAPHY

# NANCI LUNA JIMÉNEZ, CPF

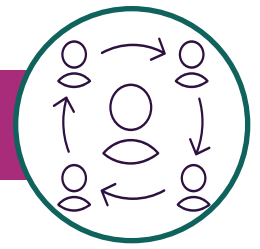
**Nanci Luna Jiménez** is regionally, nationally, and internationally recognized for her highly effective and insightful trainings, inclusive facilitation, and dynamic speaking for groups of diverse ages, industries, and cultural backgrounds. In 1994, she founded the [Luna Jiménez Institute for Social Transformation](#) (then known as Luna Jiménez Seminars & Associates) to deliver unique programs that guide individual healing and transformation, cultivate initiative and leadership in social change, and create more just and equitable workplaces and communities.

A [Certified Professional Facilitator®](#) since 2006, Nanci facilitates individuals and groups in understanding how systemic oppression affects their lives, their work, and their relationships with others, then supports them to envision and make revolutionary changes through personal healing, cross-cultural communication, group consensus, organizational inclusion, and short- and long-term strategic and action planning.

Nanci's unique approach to diversity, inclusion, and social justice continues the legacy of work first started by [Dr. Erica “Ricky” Sherover-Marcuse](#), who coined the term “unlearning racism,” and then carried on by recognized cross-cultural communication specialist [Lillian Roybal Rose, M.Ed.](#) Their approaches encourage participants to recognize the value of their own heritage and to foster common understanding with others as a means of building alliances and working for social justice. Nanci uniquely combines this training along with methodologies developed by the [Institute for Cultural Affairs \(ICA\)](#), an international organization that trains people to lead participatory processes for more sustained organizational and social change.

Of Puerto Rican and Chicana heritage, Nanci was born in Detroit, Michigan, and was raised there and in Tucson, Arizona. She currently lives in Portland, Oregon.

# TRANSFORMATIONAL LEADERSHIP PROGRAM



## Centering Healing for Social Change

In our Transformational Leadership Program you will explore the intersection of oppression and leadership. Applying tools and teachings from our Transformational Communication Program\*, this program centers equity and healing as we re-imagine leadership: yours and others'.

Introducing Transformational Leadership Practices to ground your journey, you will learn to recognize and interrupt the impacts of adultism, feelings of overwhelm, burnout, powerlessness and urgency. Re-energized, you will reconnect to your vision of and commitment to a more just world.

Transformational Communication is a

### PROGRAM INCLUDES

3-day Transformational Leadership Workshop

10-week remote *Just Listening II* Community of Practice follow-up program

**BONUS:** Host organization receives a 6-Month Transformational Leadership Coaching Program for 2 Transformational Leaders

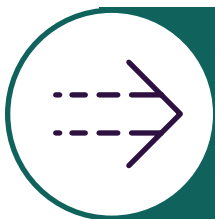
“It was extremely valuable to recognize that adultism and our parent(s) shape our leadership.”

TL WORKSHOP PARTICIPANT

# PROGRAM TIMELINE

After the in-person 3-day *Transformational Leadership (TL)* Workshop intensive, you will participate in the 10-week *Just Listening II (JLII)* follow-up program. *JLII* supports participants to apply new TL practices tools including weekly emails with micro-learning videos, weekly Listening Partnerships with a fellow TL participant as well two remote small group live video coaching with the LJIST Team,

Week 0	Learning & Development	<b>3-Day In-Person Intensive: Transformational Leadership (TL) Workshop</b> <ul style="list-style-type: none"> <li>Participants apply LJIST's foundational theory and frameworks to re-imagined transformational leadership which centers social justice and personal healing. Participants will learn Transformational Leadership Practices to implement in their lives, work, and organizations.</li> </ul>
Weeks 1 - 4	Community of Practice	<b>Just Listening II Remote Practice Follow-Up Program Begins</b> <ul style="list-style-type: none"> <li>Listening Partners (Established During the TL Workshop) Complete Weekly (60-90 Minute) Listening Partnership Sessions</li> <li>Weekly Micro-Learning Video Content and Email Prompts to Explore During Listening Partnership Sessions</li> </ul>
Week 5		<b>Mid-Program Remote Video Small-Group Coaching Session (2 Hours)</b> <ul style="list-style-type: none"> <li>Individuals Meet with the LJIST Team in Remote Small-Group (Maximum 8 People) Coaching Sessions to Review Theory and Get Support For Listening Partnership Practice</li> <li>Mid-Program Survey To Identify Challenges and Give Feedback for</li> </ul>
Weeks 6 - 9		<b>Just Listening II Remote Small-Group Coaching Follow-Up Program Continues</b> <ul style="list-style-type: none"> <li>Listening Partners (Established During the TL Workshop) Complete Weekly (30-60 Minute) Listening Partnership Sessions</li> <li>Weekly Video Content and Prompts to Explore During Your Sessions Supports Listening Partnerships</li> </ul>
Week 10		<b>Final Remote Video Small-Group Coaching Session (2 Hours)</b> <ul style="list-style-type: none"> <li>Individuals Meet with the LJIST Team in Remote Small-Group (Maximum 8 People) Coaching Sessions to Review Theory and Get Support For Listening Partnership Practice</li> </ul>



## What's Next?

Participants who want more focused and individualized support can sign up for Transformational Leadership Coaching with a Listening Partner.

# PROGRAM DETAILS

## LEARNING & DEVELOPMENT

### TRANSFORMATIONAL LEADERSHIP: Centering Healing for Social Change

**Length:** 3 days (over 4)    **Location:** Off-site, Retreat-Style

We are all born leaders—the inherent desire to make things go well for the group. And Transformational Leadership is a practice. Starting from this premise, this workshop assists all participants to view themselves as leaders. Participants will be introduced to 12 Transformational Leadership Practices and guided through a reflective process to identify and develop the support they deserve. Using listening pairs and other experiential exercises this workshop provides a deeper understanding of the phenomenon of “Leadership Targeting”—the predictable attacks, criticism, and isolation of leaders that limits the development of new leaders and burns out current leadership—which is rooted in Adulthood. We will also learn how to recognize a Leadership Attack and specific implementable strategies to interrupt them. Through this unique Transformational Leadership Workshop experience, participants rediscover that leadership is not only necessary and natural, but also enjoyable! In this workshop, participants will:

- Re-imagine and embrace Transformational Leadership as we heal from Patterned Leadership
- Learn how unhealed effects of Adulthood play out as Patterned Leadership and make us vulnerable to act out or collude with Leadership Targeting
- Build capacity to lead and develop leaders across dominance and power imbalances at all levels through Transformational Leadership Practices
- Understand the importance of policy and how it is necessary for ending oppression
- Become less susceptible to participating in and more skilled at interrupting Leadership Targeting such as isolation, attacks, blame and gossip
- Feel more inspired, relaxed, and renewed in your commitment to take bolder Transformational Leadership!



#### BONUS

#### Transformational Leadership Coaching Program

TL Program hosts receive a free 6-month Transformational Leadership Coaching Program for two change agents (to be decided by the host). This program includes monthly 1-on-1 coaching sessions for each participant as well as every-other-month 2-on-1 coaching sessions to increase your support for each other through your Listening Partnership. **NOTE: All TL Program graduates are eligible for this program and may opt to purchase this package separately.**

# PROGRAM DETAILS

## COMMUNITY OF PRACTICE

### JUST LISTENING II PROGRAM: Living and Leading Your Practice

**Length:** 10 weeks, including two 2-hour small group coaching sessions each

**Location:** Remote     **Ideal number of participants:** ≤ 8/session

*Just Listening II (JLII) is 10 weeks long. Just Listening II kicks-off the week after completing the TL Workshop. Participants commit to weekly Listening Partnerships, providing continuity and support as they strengthen their Community of Practice (CoP). Participants have access to a package of 10 learning videos at the beginning of JLII. Participants receive a weekly “prompt” email featuring one of the 10 videos in the package and focus for that week’s Listening Partnership session. At the mid-way point and end of the Just Listening Program participants join a 2-hour small group video coaching session facilitated by the LJIST team. In this program participants will:*

- Deepen commitment to a healing practice as the foundation for Transformational Leadership
- Increase clarity on your boldest vision for the world and your leadership
- Understand how patterns resulting from internalized oppression and internalized dominance impact your leadership and feel supported to interrupt or be less rigid around these patterns
- Build capacity for giving and receiving skillful listening support
- Break isolation, discharge hurt and shame, and increase compassion for ourselves and others
- Increase commitment to your Listening Partnership (LP) relationships based on healing, listening, and honoring confidentiality
- Feel hopeful and encouraged to take next steps in healing for liberation and transforming your leadership



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Tears are not the  
pain. They are the  
healing.”

ANNETTE  
GOODHEART