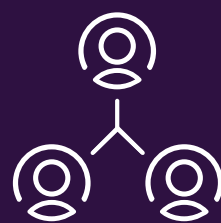
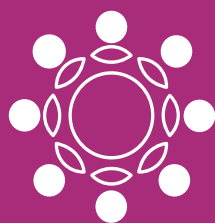




# TRANSFORMING LEADERSHIP PROGRAM

## OVERVIEW



LUNA JIMÉNEZ  INSTITUTE  
FOR SOCIAL TRANSFORMATION

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

# INTRODUCTION TO LJIST



## WHO WE ARE

Luna Jiménez Institute for Social Transformation (LJIST) partners with individuals and organizations who are committed to leading in the visionary work of ending racism through personal healing and principled action.

Our collaborative approach centers listening, human connection, caring, and emotional release to generate systemic change and transform our world, one revolutionary relationship at a time.

Since 1994, LJIST has engaged with tens of thousands of individuals and hundreds of organizations to transform themselves and create a more just society. We work with leaders at every stage of their career, from students to late-career professionals, and in every sector. We work around the globe and expertly in multi-lingual and interpreted events.

Our work provides opportunities for learning with the intention of holding space for embodied healing and relational skill-building by creating a community of practice.



## OUR STORY

LJIST's transformational approach to social change builds on work first started by Dr. Erica "Ricky" Sherover-Marcuse which Lillian Roybal Rose, M.Ed., Recognized cross-cultural communication specialist, carried on and shared with our founder and president, Nanci Luna Jiménez.

Nanci started LJIST when she was 26 years old with the vision of ending racism—and living long enough to see a world free of oppression. Based in Portland, Oregon, LJIST has been providing transformative virtual and in-person learning experiences, inclusive facilitation, social justice coaching, and dynamic speaking engagements for individuals and groups in every sector and around the world since 1994.



NANCI LUNA  
JIMÉNEZ

Founder & President  
NANCI@LJIST.COM

“

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.

# CORE PRINCIPLES

Systems and institutions are made up of humans and in order to change systems, we must change humans. We believe we can transform society by providing people with the tools to heal from oppression and to build relationships based on trust and understanding.



ALL HUMAN BEINGS ARE INHERENTLY GOOD

AUTHENTIC RELATIONSHIPS ARE ACTS OF REVOLUTION



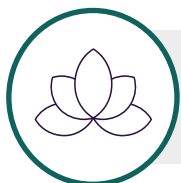
LISTENING IS THE MOST POWERFUL POLITICAL TOOL

ADULTISM IS THE TRAINING GROUND FOR ALL OTHER OPPRESSIONS



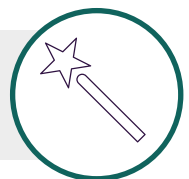
BLAMING PEOPLE FOR ACTING OUT THE EFFECTS OF OPPRESSION IS OPPRESSION

ALL PEOPLE ARE DEMEANED AND DEVALUED BY INSTITUTIONAL OPPRESSION

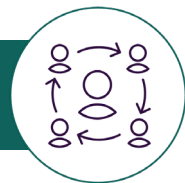


CULTURE IS NOT THE SAME AS A GROUP'S PATTERNED RESPONSE TO OPPRESSION

WE CURRENTLY HAVE ACCESS TO ALL THE TOOLS WE NEED TO END OPPRESSION



# TRANSFORMING LEADERSHIP PROGRAM



## Embracing Sustainable and Joyful Practices for a Just World

**Transforming Leadership explores the intersection of oppression and leadership.**

Applying tools and teachings from our *Transforming Relationships Program*\*, this program centers equity and healing as we re-imagine leadership: yours and others'.

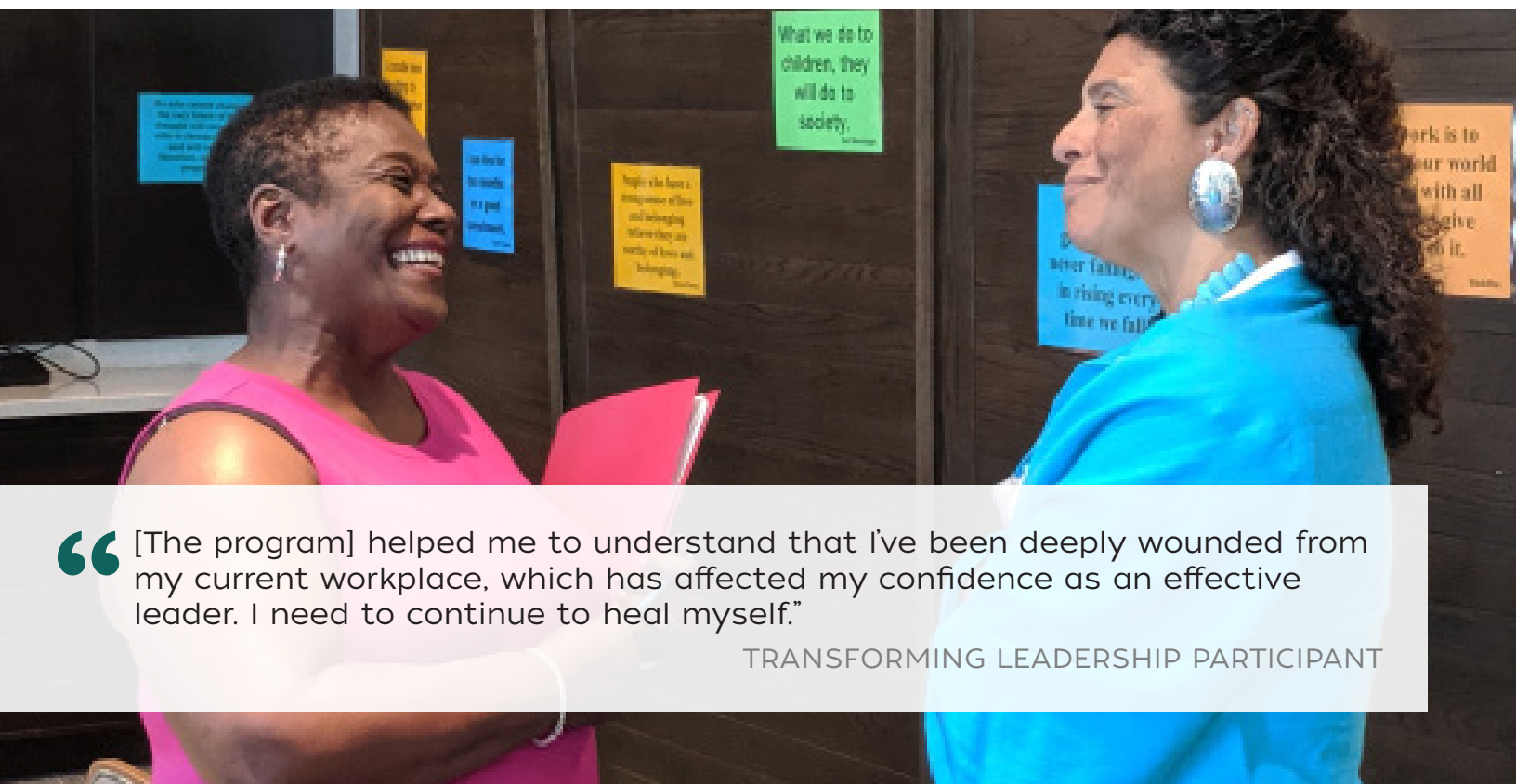
*\*Formerly Transformational Communications Program (TCP)*

### PROGRAM INCLUDES

4-day In-Person Transforming Leadership Retreat

10-week remote *Just Listening III* small group coaching follow-up

**BONUS:** *Effectively Handling Leadership Attacks Webinar*



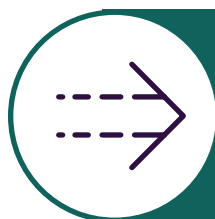
“ [The program] helped me to understand that I’ve been deeply wounded from my current workplace, which has affected my confidence as an effective leader. I need to continue to heal myself.”

TRANSFORMING LEADERSHIP PARTICIPANT

# PROGRAM TIMELINE

After the foundational, in-person *Transforming Leadership* retreat, our 10-week *Just Listening III* follow up program supports participants to implement the tools and theories learned in the intensive with a Community of Practice that includes remote small group live, video coaching with the LJIST Team, Listening Partnerships, and weekly emails with micro learning videos.

Week 0	Learning & Development	<b>4-Day In-Person Transforming Leadership (TL) Retreat</b> <ul style="list-style-type: none"> <li>Participants explore LJIST's social justice leadership approach, practices, and policies with personal healing at the center. They also embody this theory through an assigned leadership job to support the workshop to go well.</li> </ul>
Weeks 1 - 4	Community of Practice	<b>Just Listening III Remote Small-Group Coaching Follow-Up Program Begins</b> <ul style="list-style-type: none"> <li>Listening Partners (established during the TL retreat) complete weekly (60-90 minute) Listening Partnership sessions</li> <li>Weekly video content, prompts, and a workbook support your Listening Partnerships</li> </ul>
Week 5		<b>Mid-Program Remote 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>
Weeks 6 - 9		<b>Just Listening III Remote Small-Group Coaching Follow-Up Program Continues</b> <ul style="list-style-type: none"> <li>Listening Partners (established during the TL retreat) complete weekly (60-90 minute) Listening Partnership sessions</li> <li>Weekly video content, prompts, and a workbook support your Listening Partnerships</li> </ul>
Week 10		<b>Final Remote 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?

TL Program graduates are eligible to enroll in a six-month [Transforming Leadership Coaching Program](#) or [Social Justice Facilitation Coaching Program](#) with a Listening Partner.



# PROGRAM DETAILS

## LEARNING & DEVELOPMENT

### TRANSFORMING LEADERSHIP: Embracing Sustainable and Joyful Practices for a Just World

**Length:** 3 days (over 4)    **Location:** Off-site    **Ideal number of participants:** 24

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 retreat assists all participants to view themselves as leaders. Participants will be introduced to 12 Transforming 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 adultism. We will also learn how to recognize a leadership attack and specific implementable strategies to interrupt them. Through this unique Transforming Leadership retreat experience, participants rediscover that leadership is not only necessary and natural, but also enjoyable! By the end of this retreat, we will have:

- Re-imagined and embraced transformational leadership as we heal from patterned leadership
- Learned how unhealed effects of adultism play out as patterned leadership and make us vulnerable to act out or collude with leadership targeting
- Built capacity to lead and develop leaders across dominance and power imbalances at all levels
- Understood 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
- Felt more inspired, relaxed, and renewed in your commitment to take bolder transformational leadership!



#### BONUS

#### Effectively Handling Leadership Attacks Webinar

As part of the Transforming Leadership Program, participants receive access to LJIST's Effectively Handling Leadership Attacks webinar to deepen their learning and review the content on their own time at their own pace through the duration of the program.

# PROGRAM DETAILS

## COMMUNITY OF PRACTICE

### JUST LISTENING III: Putting Tools into Practice

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

**Location:** Remote     **Ideal number of participants:** 24 total, ≤8/session

*Just Listening begins the week after completing the in-person retreat, solidifies the learning, and creates a Community of Practice (CoP) committed to living the program teachings. Participants meet weekly in their Listening Partnerships (established during the retreat). A workbook, micro-learnings videos, and weekly emails support the Listening Partnership practice throughout the 10-week program. At the midway point and the end of Just Listening, participants join a 2-hour small group video coaching session (limited to 8 participants each) facilitated by the LJIST team. By the end of this program, participants will have:*

- Received support for Listening Partnerships established during the workshop
- Become more expert at applying the theory and practice of Constructivist Listening
- Recognized and connected through the shared human experience of institutional oppression, breaking down barriers with understanding and empathy
- Committed to Constructivist Listening as an ongoing practice to eliminate internalized oppression and patterns that reinforce discouragement, dominance, and division
- Become more enthusiastic and empowered to champion DEI efforts



“

Being listened to is so close to being loved that for the average person they are almost indistinguishable.”

DAVID  
AUGSBURGER



# PROGRAM INVESTMENT

## FEE SCHEDULE

Program Fee	\$80,000
Senior Consultant (SC) Hourly Rate	\$350/hour
Associate Consultant (AC) Hourly Rate	\$275/hour
Project Management (PM) Hourly Rate	\$100/hour
Administrative (AA) Hourly Rate	\$75/hour

## PROGRAM FEE INCLUDES

*The program fee includes up to 32 participants. Additional participants can be added for a per participant fee of \$2,500.*

**RETREAT PREP AND DELIVERY:** Nanci Luna Jiménez's and one LJIST Associate's delivery time; travel time; on-site set-up and take down time; evaluation report; facilitated Planning, Logistics, and Debrief Calls (up to 1 hour each) and documentation for these calls; project management using [Asana](#); session materials; and administrative support (up to 10 hours of coordination, invoicing, contracting process, and scheduling per delivery.)

**JUST LISTENING PROGRAM:** Nanci Luna Jiménez's and one LJIST Associate's delivery time for remote small group coaching sessions at the mid-program and end-of-program mark (one session per day per 8 participants; up to 4 session per day/8 sessions total); logistics coordination for the program and small group sessions; a mid-program and final-program evaluation and a report for each; a facilitated Debrief Call at the conclusion of the *Just Listening Program* (up to 1 hour) and documentation of this call. Participants receive a 10-week subscription to 10 Micro-Learning videos and the *Effectively Handling Leadership Attacks on-demand webinar*, *Listening Partnership Process Workbook*, and weekly emails with prompts and featured video content.

## ADDITIONAL HOST EXPENSES

*If requested, any additional planning and/or consultation calls outside of scoped planning call or customization to the standard design will be billed at the designated hourly rates.*

**REIMBURSABLE EXPENSES:** If applicable, LJIST will submit receipts for reimbursement of all tolls, ground transportation, airfare, local lodging cleaning fee (\$180) and tips. LJIST will also bill mileage at the current federal mileage rate. Client is responsible for securing and paying for the venue and meals for participants and trainers during, if applicable, as well as AV equipment, shipping, materials, and handout reproduction. Client will reimburse LJIST if more than 25% of cognitive manipulative devices are not returned to LJIST at the end of the delivery.

**HOST EXPENSES:** Client is responsible for securing and paying for the retreat venue, breakfast, lunch, and snacks for participants and trainers during the in-person retreat, as well as AV equipment, shipping, materials, and handout reproduction. See LJIST contract for full terms.