

LUNA JIMÉNEZ SEMINARS & ASSOCIATES

Personal Transformation
Social Justice
Organizational Change

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Transformations Winter, 2006/2007

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Speaking Services

Due to increased demand, Nanci has added keynote speaking to her [list of services](#). Accessible and knowledgeable, Nanci speaks on a range of vital topics, the ones that have made her seminars so compelling over the years: diversity, authentic communication, leadership, women's well-being and reclaiming power, alliance building across differences, healing and transformational change. [Contact Rangineh](#) to find out how we can meet your speaking needs.

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Greetings, Friends!

2006 was a time of rapid growth and change for me and for my organization. First, you may notice the name change to Luna Jiménez Seminars & Associates, heralding the shift. We are currently building the capacity to respond to increasing requests for services. In addition, we are renewing our commitment to collaborative work and expanding our team to maximize our potential. When our [website](#) launches later this summer, you'll have the opportunity to meet our new team members and explore our augmented capacity.

This electronic newsletter is the first in a series of updates from our team. Each quarter you'll be able to read highlights from our recent activities and make connections with individuals and organizations dedicated to personal and social transformation.

I genuinely welcome this chance to connect with each of you who has been so important to me during this process of growth. Many have heard me say that I didn't start this business to be a business-owner; I started it as a way to do work that I care deeply and passionately about. My commitment and passion have been more than met by my clients, colleagues, family and friends over the years and I am truly appreciative.

I invite you to dialogue with us so we can bring you the most relevant possible combination of information and services. We look forward to receiving your feedback at newsletter@lunajimenezseminars.com.

Warmly,

Recent Highlights



Welcome, Rangineh!

Rangineh Azimzadeh has joined our team as Seminars Coordinator & Executive Assistant. She is in the office Monday through Friday to answer questions, coordinate LJS & Associates events, maintain, schedule appointments, etc. She will also be seen traveling with us and assisting us with seminars and facilitated events. Do welcome her if you get the chance. You can reach Rangineh by phoning the office or via email at rangineh@lunajimenezseminars.com.



Online Resources

Here are just a few of the vital training and information organizations actively building networks across the nation and around the world. Link up with them to see what's new in the world of diversity, facilitation and leadership development.

[Study Circles](#) helps people work together for creative community change by inspiring collaborative work around the issues of racism; education; student achievement; neighborhoods and families; youth issues; poverty; growth and sprawl; diversity; immigration; police-community relations; civil liberties; security and criminal justice.

[The Institute of Cultural Affairs \(ICA\)](#) The abundance of community development models and techniques available rarely gets into the hands of citizens in a way that they can use them. Drawing on its long history of working at the grassroots, the ICA offers a rich array of methods that enable people to work together to shape their future.

[Community Development Society](#) views community development as a profession that integrates knowledge from many disciplines with theory, research, teaching and practice. Their mission is to train professionals and citizens across the spectrum of community development in inclusive leadership practices.

[Judaism 101](#) is an online encyclopedia covering Jewish beliefs, people, places, things, language, scripture, holidays, practices and customs. The site presents a wide variety of basic, general information about Judaism, written from a traditional perspective.

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Nanci's Listening

Recently I was approached with a terrific question from a long-term client who has experienced a number of our workshops over the last several years. Each time, she

Recent Highlights

[National Hispana Leadership Institute](#)

Nanci's recent learning has been shaped by the Executive Leadership Training fellowship she received through the [National Hispana Leadership Institute](#). As part of this program, she attended four one-week leadership seminars, spanning nine months, four cities and two continents and received training in public policy, leadership and strategic management, as well as race, class and gender issues. Two of these sessions included Harvard's JFK School of Government and the Center for Creative Leadership's [Leadership Development Program](#) in Brussels, Belgium. This program specifically delivered leadership development solutions attuned to the needs of individuals and organizations in the international arena. Nanci will go on to mentor two Latina women for at least two years and develop a leadership project to benefit a minimum of 25 Latinas women from other ethnic backgrounds.

Nanci continues to train both the Executive Leadership Fellows as well as the young women's Latinas Learning to Lead program annually. Last fall Nanci co-presented at the [NHLI 2006 Executive Leadership Training and Mujer Awards Conference](#) in San Antonio, TX, and has been invited back to present at this year's conference in Denver, CO.

[Congressional Black Caucus Foundation Annual Legislative Conference](#)

Last year, Nanci also traveled to Washington, D.C. for the Congressional Black Caucus Foundation's [Annual Legislative Conference](#). At this premier African American event on policy issues, Nanci attended invigorating braintrust seminars, a high-powered congressional breakfast, and the annual prayer breakfast.

"I was deeply inspired at the ALC by the passion of the nation's leaders and their commitment to deepening connections across boundaries." — Nanci Luna Jiménez

The highlight of the conference, however, was Senator Barack Obama's exhilarating braintrust session, entitled "Africa in the 21st Century." Nanci listened as a panel of seasoned experts discussed the challenges and promises of the African continent. Inspired by this experience, she immediately devoured Senator Obama's 1995 book, *Dreams from My Father: A Story of Race and Inheritance* (reviewed below), and continues to engage with the ideas introduced at this event.

[Recent Award: ODOT's Delta Park to Lombard Project](#)

We are thrilled to announce that the **I-5 Delta Environmental Assessment Process was awarded the 2006 Project of the Year by Advancing Women in Transportation**—the Portland chapter of WTS International—in recognition of its multi-state and multi-agency coordination, extensive public involvement process, funding collaboration and multi-modal planning.

Sponsored by the [Oregon Department of Transportation](#) (ODOT), this public involvement project invited the community to shape recommendations for improving highway design for a section of the I-5 Corridor in north Portland. LJS & Associates provided pivotal assistance to ODOT in the development and success of the Environmental Justice Work Group (EJWG) and the Community Enhancement Fund Advisory Board, and co-facilitated a Citizen Advisory Committee (CAC) with Public Involvement Task Leader Vaughn Brown, a partner with Jeanne Lawsen & Associates, a local public involvement firm. We are thrilled to receive such a positive response to this intense, rewarding project that required more than three years of work.

[International Association of Facilitators: Professional Certification](#)

In March, Nanci became a Certified Professional Facilitator® through the [International Association of Facilitators](#). As a member of this recognized community of professionals, Nanci can offer her clients an even greater level of trust and authentication:

takes away new and different ideas. On this occasion, though, she was struggling somewhat with one of our key concepts: separating the person from their patterned behavior—especially if that patterned behavior is viewed as "good" or "positive" behavior.

When I hear a sentence that contains the phrase "...that's just the way I am" or "I'm the kind of person who..." I hear it as a red flag for rigid, patterned thinking and behavior. Whatever follows this statement is likely internalized by the speaker who believes this behavior is a permanent part of their identity or personality. As such, this behavior becomes defended and at times, justified, as something that simply cannot be changed. Implicitly the speaker is asking us to simply "accept" it, without question, as who they are. This inflexibility is the very thing I am attempting to explore and examine with the speaker and shift so that the range of who they are can expand—not just the range of behaviors, but also the range of imagining what is possible for the speaker. As long as we continue to defend parts of ourselves, and these parts go unexamined, we'll never know what is possible. We can't even begin to imagine it, let alone act on it.

Most of us can hear the validity of challenging this perspective when the behavior is "I don't apply myself or work very hard" or "I'm just the kind of person who doesn't arrive on time." These behaviors are negatively judged in mainstream US society. If taking the perspective that these behaviors are not who the person "is" allows us to shift these behaviors, most people are supportive. However, what if the behavior a person is describing is one viewed "positively" by mainstream society? What if the statement was instead "I arrive early or on time; that's just the way I am" or "I'm the kind of person who cares about people"? Why would we want to change those behaviors?

It's not the behaviors themselves that need to change, necessarily; it's the inflexibility or the rigidity of them. The inability to assess or be flexible in each unique situation is the real issue, not whether we

"I went through the process with 21 other facilitators from all over the US and Canada, and in the process gained invaluable feedback both from my certified assessors and my peers. The conference was invigorating, inspiring and full of new learning and relationships for me. Although this was IAF's North American conference, there were facilitators from all over the world including Kuwait, Thailand, New Zealand and Columbia. We all have different methods and approaches to the art of facilitation, yet we share a commitment to the wisdom of groups and to the power of participatory processes that guide groups to discover that wisdom." — Nanci Luna Jiménez

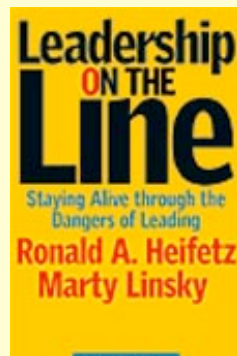
Other Projects

- **Cascadia Behavioral Healthcare, Diversity Summit, Portland, OR**—An organization-wide event designed to enhance the cultural competency of a group that offers clinical services, housing and employment to those suffering from mental illness and addiction.
- **New Leadership Oregon (NLO), Working Effectively Across Differences in Our Communities. Portland, OR**—Part of an intensive, 6-day, summer residential leadership training program specifically designed to introduce Oregon's college women to opportunities for public leadership.
- **Congressional Hispanic Caucus Institute (CHCI), Understanding & Being Understood: A Cross Cultural Communication Seminar, Washington, DC**—Presented as part of CHCI's [Congressional Internship Program](#), an annual eight-week event that offers critical guidance in personal development and leadership to 32 promising Latino undergraduates from across the country.
- **Girl Scouts USA, Transformational Communication: Building Relationships for Authentic Cross Cultural Dialogue, New York, NY**—Held at the historic premier Girl Scouts Training facility, the Macy Conference Center, this session was tailored to build alliances among volunteers and staff from all over the country.

If you are interested in sponsoring or attending one of our events, please contact rangineh@lunajimenezseminars.com.

Reviews

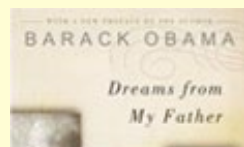
Leadership on the Line: Staying Alive through the Dangers of Leading | by Ronald A. Heifetz and Marty Linsky. Harvard Business School Press, 2002.



The phenomenon of "leadership oppression"—the predictable attacks levied at people in positions of leadership—is a core element of LJS & Associates' Transformational Leadership seminar. Leadership on the Line likewise addresses on the isolation and attacks that keep leaders from reaching their potential. The authors offer emotional and practical support while presenting self-preservation strategies like building political constituencies, navigating inevitable conflict, and forcing those who cause problems to then solve them. With gentle empathy, Heifetz and Linsky offer tactics to help leaders understand these tactics as something other than personal. "Remember," they counsel, "you are more than your job."

LJS & Associates approaches these obstacles as predictable in the course of effective leadership. In learning to expect attacks, we can even learn to welcome them as we embrace our visible and transformational leadership. We offer additional strategies in our *Transformational Leadership: Developing Leaders as Change Agents* course during which we offer practical, on-going skills for leaders to both identify and interrupt attacks.

Dreams from My Father: A Story of Race and Inheritance | by Barack Obama. Three Rivers Press, 2004. (First publication, 1995)



The stories that I had been hearing from the leadership had risen out of a very particular experience with hate. I had to ask myself whether the bonds of community could be restored without collectively exorcising that ghostly figure that haunted black dreams.

judge the behavior "positively" or "negatively." There are times when you might make an assessment that not arriving on time would be the correct thing to do. Or there are times when the situation simply won't allow it. If someone who "always" arrives on time doesn't arrive on time then they'll then be hard on themselves. Or worse, their whole identity can be thrown into question. When I am inflexible with myself, I will often transfer that inflexibility toward others as well. So if I am attached to arriving on time, then I could easily judge others when they don't. I will begin to hold others to this rigidity as well as myself. This inflexibility can lead to harsh judgments, lack of understanding and ineffective communication to interrupt behaviors—because our own rigidity is clouding our capacity to think anew in that moment.

Let's examine the second example I gave above: "I'm just the kind of person who cares about people." Why would we challenge this statement, right? Who doesn't want to care about people? Think about how we value and like people who are caring in our society. Now, think about how many times you, in the name of "caring about people" may have put others' needs ahead of your own...not occasionally but consistently, maybe even chronically? Even this behavior of caring and loving others, if rigid, can impede on your life, your own goals and plans for yourself. Even worse, if taken to an extreme, it can and has cost caring for yourself—ignoring your own health and well-being being in the service of others. Any behavior, if rigid, is negative; no matter how "positively" we view the behavior in society. If we have lost the ability to think about ourselves, assess, be present in what the moment requires we are not effective, at a minimum.

Here's my challenge to you. Catch yourself the next time a similar phrase escapes your lips. Stop and think about when and how you made the decision to adopt this behavior as "who you are." Then ask yourself, "What would be possible for me if I gave up that particular attachment to my personality?"



Inspired by the role models of the civil rights movement, the ambitious and idealistic young Barack Obama sets out in search of community and purpose. He eventually finds both, but neither in the form he expected. Focusing on the years that preceded his election, Senator Obama shares his personal story of facing and overcoming the injury caused by internalized oppression. He recreates significant individuals and moments that marked his path to personal growth, and candidly speaks of successes, obstacles and defeats.

Senator Obama recently released a new book, [The Audacity of Hope](#), which outlines his politics in greater depth. He is actively campaigning for the 2008 Presidential Campaign... Stop by his [online office](#) to find updates, podcasts, speeches, an e-newsletter and more.

Upcoming Events

A rare opportunity to experience LJS & Associates "Transformational Leadership: Developing Leaders as Change Agents" at a public workshop in San Antonio, Texas. The workshop will be held on June 14 and 15, 2007. Contact Melissa Gomez for more information and to register to attend this truly unique opportunity to reflect on your practices as a leader, learn tools to release even more initiative (and with support!), and gain insights that will take your leadership to another level. Melissa's email is melgo1@sbcglobal.net and her phone number is (210) 223-1588. Space is limited!

Nanci will be doing two trainings in Washington, DC area during the second week in July. Call the office if you'd like to schedule an appointment with her in person while she's in the DC area.

Nanci will be out of the office for the first 2 weeks in August.

Look for the Summer edition of LJS & Associates Newsletter "Transformations" in early September!

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Remember, I'm listening and I love feedback. If you try this exercise, send your stories and comments to [Nanci's Listening](#).

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