

LUNA JIMÉNEZ SEMINARS & ASSOCIATES

Personal Transformation
Social Justice
Organizational Change

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Transformations Winter, 2008

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Profile



Laura Cary, Creator of LJS's New Look for 2008!

We are excited to profile Laura Cary, the creative spirit behind the new look of our website and marketing materials. Laura and Nanci met through their work with World Pulse magazine and the upcoming PulseWire online community. A graduate of Rhode Island School of Design, Laura spent many years in San Francisco working as the Creative Director for Lux Design before relocating to Portland to start her own

Winter 2008

We here at Luna Jiménez Seminars & Associates hope your 2008 is off to an extraordinary start and we are delighted to be a part of it with our latest newsletter. This past year was filled with so many energizing and inspiring opportunities to partner with such vibrant and motivated individuals, organizations, and communities. In this issue you'll find highlights from the past quarter, Nanci's reflections on the process of change, upcoming events, and two new book reviews. Please read on to find out more!

As always, we look forward to hearing from you. Please email us at newsletter@lunajimenezseminars.com.

Warmly,

Recent Highlights

Going Home Again



Nanci returned to her Alma Mater, Oaks College at UC Santa Cruz, to deliver the keynote speech for incoming first year students. Each college has its own theme and Oaks College's focus on diversity is a perfect fit with Nanci's passion for increasing cross-cultural awareness.

Facilitating Efforts in Amazonia



Nanci observes participants working collaboratively

In what turned out to be a "life changing experience," Nanci, along with Associates Barbara MacKay and Linda Ximenes, facilitated 9 days of meetings for the Amazon Alliance's full membership and the Indigenous Steering Council members. The Amazon Alliance is the coordinating body for close to 100 indigenous organizations and allied NGOs member organizations all working to coordinate the Amazonian indigenous movement. The meeting, held in Washington DC for the first time in 4 years, included a wide variety of engaging topics including: global warming, conservation, indigenous rights, and

firm, Cary Design Group. Laura and her team will soon be working out of their new office space in Northeast Portland, close to LJS headquarters.

"Nanci's inspired me from day one. I admire her natural leadership qualities, positive vision, and warmth" says Laura who designed LJS's image to "capture the tone and personality" that Nanci brings to the organization. When she's not creating innovative brand identities, you can find Laura hiking, camping, chasing her two dogs through the woods, or riding her bike with the local women's cycling team, Sorella Forte. An active community member, Laura has taught graphic design to elementary students, volunteers at an equestrian therapy barn, and is working to develop a creative career and youth mentorship program for teens.

LJS is thrilled to continue working with Laura and the Cary Design Group. We hope you enjoy our new look!

Hot Links

Our latest Hot Links take you to websites that offer dynamic information on facilitation, leadership development, cultural diversity, and social action. Do you have a Hot Link to share? Send us your favorite websites and we'll include them in a future LJS newsletter!



The [FiftyCrows Foundation](#) combines social action campaigns with dramatic photographic essays of communities from around the world. Whether it's striking black & white photos of the Caucasus Mountain village of Ugushuli in Georgia or Uprooted, a chronicle of the conditions faced by undocumented immigrants from Mexico and Central America living in the US, this website offers a visual, emotionally engaging venue to learn about critical social justice needs in our world. Be prepared to be moved!



[Vital Voices](#) is a global partnership dedicated to supporting the involvement of women in all aspects of their communities. Anchored by their belief in the transformative power of women's voices, Vital Voices works to

the effects of extractive industries. The LJS team is "extremely excited to continue collaborating with this crucial effort." Click [here](#) to learn more!

Westside San Antonio: a Community Transformed



Nanci opens up the workshop with her own personal story

LJS's team, Nanci, Barbara Mackay, and Tasha Wheatt-Delancy, conducted *The Advanced Transformational Leadership Workshop* for grassroots leaders in the mostly Mexican and Chicano community of Westside San Antonio. Nanci remarked on the increased level of collaboration and partnership on many vital community projects as a result of these workshops. The LJS team was honored to witness the transformation of these community change agents as they embraced what it means to take charge and become strong leaders in "a facilitative and collaborative way." Look for more about this project in an upcoming case study to be posted on our website.

Community Education in Action

In a one day follow up, Nanci worked with the staff and faculty at Escuela Popular, a bilingual, bicultural educational community in San Jose, CA, to build consensus around their core values and principles related to discipline. The highlight, Nanci says, was working with a school that has such a "high level of commitment and caring for the students and such an innovative approach to not just educating the student, but rather the whole community."



Celebrating 20 Years of Latina Leadership



the positive changes NHLI

An atmosphere of celebration surrounded the National Hispana Leadership Institute's 20th Annual Executive Leadership Training. Nanci's two workshops: *Putting Yourself First* and "*Pushing*" the *Limits of Sexism* were filled with Latina professionals from around the country. During these two days of networking and leadership development, participants Alumni connect on key issues were able to reflect on all

experienced under the leadership of Marisa

Rivera-Albert. It's been a total honor and pleasure to work with Marisa who is leaving NHLI in February. LJS wishes her the best in her new consultant endeavors!

PowerGirls, Coming to a News Stand Near You!



The new magazine *PowerGirls* put out its first issue this fall! The founder, Johnetta B. Cole, gave an extremely moving speech at the launch party in New York City and you can see a portion of her talk by clicking [here](#). Nanci is so proud to be a contributor to this exciting new venture.

Congressional Hispanic Caucus Institute: a Continuing Connection



Nanci and Barbara MacKay co-facilitated a day long Senior Leadership Meeting as well as a two day retreat for the entire staff of CHCI. Fabulous energy prevailed at both of these events as participants reflected on CHCI's growth and planned for how to take the organization to the next level of leadership. Nanci would like to commend CHCI's CEO Esther A Aguilera and new COO Carmen Jorge for "Their clarity

increase women's leadership capacities in the areas of economic development, social justice, human rights, and political participation. Please visit this website to learn more about Vital Voices' work to empower women to become strong community leaders.



This site is a cultural clearinghouse and communication center for the Karen people. With a population of over 6 million in Burma and 40,000 in Northwest Thailand, the [Karen people](#) are the largest ethnic minority group in that area. The Karen first settled there around 739 BC and soon started fighting to maintain their autonomy. This indigenous culture is currently facing persecution by the Burmese government. This site is a great place to find information about the history and current news related to the Karen culture.

Do you have a *Hot Link* for us? [Send us your favorite Web sites](#), and we'll share them with the LJS community in a future newsletter!

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Nanci's Listening

Realizing Change Starts from Within

A client recently shared with me, "not long ago we made significant structural changes in our organization, but the old behaviors continue, why didn't the changes stick?" How organizations respond to change is based on the internal capacity of individuals within the organization to deal with change. While organizations can provide structured, institutional support for individuals in a change positive environment, setting the tone for how a shift will manifest, it is still within us as individuals to determine the success of the change effort.

Most of us use the start of a new year to address behaviors we want to change. The freshness of a new year inspires us to set our goals and intentions for things we would like to do differently. This drive for transformation raises two important questions: What allows these changes to become real? What gets in the way?

Resistance to change comes from the awareness that all change is accompanied by loss. Regardless of

Nanci with CEO Esther Aguilera (Left) & Anthony Austin (Right) of purpose and willingness to take such bold and decisive leadership. They are truly inspiring Latina leaders."

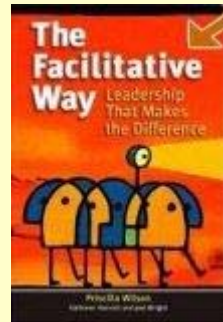
Also in November, LJS facilitated CHCI's two day Fellows retreat for the 7th year in a row. The Fellowship is a year long leadership development opportunity for twenty- two emerging Latino leaders from across the country.

Institute for Change Completes Leadership Program

As part of the final meeting for the SEIU International Institute for Change's 18 month long leadership program, Nanci did a presentation called *Personal Healing and Transformation for Social Justice*. The presentation generated fantastic, heartfelt discussion.

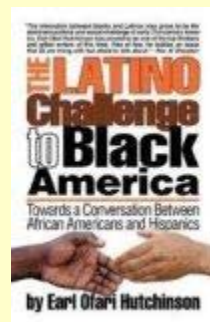
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Reviews



The Facilitative Way: Leadership that Makes the Difference by Priscilla H. Wilson (2005).

Written for anyone with a leadership role in teams, organizations, non-profits, governmental agencies, or for-profit companies, this book provides easy to implement innovations in the field of facilitation. Based on 20 years of research done by the Institute of Cultural Affairs, Wilson translates these findings into strategic and innovative approaches that will appeal to anyone concerned with the human element in social and organizational change. Using the idea that everyone is in a position to become a leader or facilitator, regardless of position or official title, the author outlines five main ways to encourage people to become fully engaged in their work. These include using creative tension to ignite action and utilizing people's natural reflective processes. The ideas in this energizing book align with LJS's mission to inspire people to tap into their innate leadership abilities and deepen their understanding both of self and others.



The Latino Challenge to Black America: Towards a Conversation Between African Americans and Hispanics. By Earl Ofari Hutchinson (2007).

A prolific author and political analyst, Hutchinson offers a thorough examination of the political, social, and economic issues that both unite and challenge the unity of African Americans and Latinos. From immigration reform to the job market, educational equality to community leadership, this book explores the historical and current conditions between US Blacks and Latinos. Hutchinson highlights successful attempts to form alliances as well as possible roadblocks to stronger coalition building between these two communities. He also provides abundant information about the social, political, and historical contexts that have given rise to these tensions. Mixed in with numerous examples of the effects of internalized racism, the author outlines strategies for how Latinos and African Americans can help each other increase their political power and access to community resources through better understanding and collaboration. If you're interested in a timely exploration of issues that impact these two communities in the US socio-political landscape, be sure to pick up this valuable book!

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how positive and potentially powerful the new change may be, like a promotion or program expansion, or negative, like the loss of a job, we still need to say farewell to how things were. Good-byes are not something most of us look forward to or are very skilled at doing. We hesitate to linger over good-bye for fear that by connecting with the loss we will grieve. We find ourselves repeating phrases like "I need to move on" or tell others to "get over it." What if we had the support and opportunity to "move through" rather than "move on?"

Grief brings feelings that we struggle to see as legitimate or express in ways that feel helpful. This grief is often ignored, minimized, or actively pushed away due to internal and external pressure to be flexible and hide our feelings. Rarely, in our lives or organizations, are we given the chance to acknowledge what we're leaving behind. It's these unacknowledged feelings of grief that keep us from accepting change and allowing it to be a catalyst for something truly new to happen.

Instead we develop coping strategies that can keep us from fully engaging in the change process. Some of us leave the situation of change because we don't like or can't handle only to find more of what we thought we left behind. Some openly rebel and work to sabotage the change. Some passively give in; experiencing the change as happening to us rather than something we can actively co-create. What if there was an alternative to the patterned "resist, resent, or recreate" reactions to change?

One alternative is to create a process that allows for grieving and honoring the past while embracing the new with an open mind and spirit. An organization I worked with was in the process of transitioning to new leadership for an intact, well established project team. The outgoing leader asked me to help facilitate the transition. The process included several elements: structured opportunities for team members to share highlights with each other and the leader; time for each person to say good-bye to the departing leader; a chance for the departing leader to acknowledge what had been done well and also time to do any repair work with the group (cleaning up past mistakes, etc.); activities that celebrated the transition (i.e. sharing food and playful activities); time for the



Upcoming Events



In January 2008, Nanci will conduct a *Transformational Communication* training for the staff and Board Members of the African Women's Coalition. Led by African immigrant and refugee women, AWC is the first organization of its kind in Oregon. Through their family literacy and youth programs, AWC currently serves 70 African refugee families. "One woman empowered, a family transformed, and a community thrives" is the essence of AWC, said Program Director, Evelyne Ello-Hart. Nanci's presentation will "help us strengthen our relationships and give us a better understanding of institutional racism and oppressive behaviors in order to build effective cross-cultural communication within our organization."



Nanci will speak on January 21st at a Martin Luther King event sponsored by Sisters of the Road, a Portland based non-profit committed to helping those dealing with poverty and homelessness. The event, **Empowered by the Strength of Love**, draws inspiration from Dr. King's book *The Strength to Love*. If you're local to the Portland area, please come hear Nanci reflect on how Dr. Martin Luther King's work continues to impact our hearts and minds.

The Congressional Hispanic
Caucus Institute

LJS will provide ongoing implementation support for CHCI's Senior Leadership Team throughout the next year. LJS is excited to continue developing this initiative with such a dynamic organization.



Coming up in February, LJS will once again present for the National Hispana Leadership Initiative's 2008 class of fellows at their Empowerment Week in California.



Next Nanci heads to Washington DC where she will deliver a keynote address *The Power Within You: Sharing Your Voice, Changing Your World* for over 200 girls who are involved with Encuentro de Chicas Latinas de Las Girl Scouts. ECL, originally a leadership project put together by Lidia Soto-Harmon during her NHLI fellowship, is a thriving program that provides Latina girls with a culturally specific Girl Scouts experience. "We are so excited that Nanci will be working with the Girl Scouts!" says Lidia. "Her energy, compassion, and enthusiasm will touch these young Latinas and help them realize that they are more powerful than their dreams."



Back in Portland again, Nanci will conduct a one day workshop for The House of Umoja, a program that provides intensive case management and gang prevention for African American youth ages 11 to 18. Nanci's workshop *No More Drama: Empowering Sisters to be their Fiercest Selves*, will help young women "begin the process of healing by putting some of their issues on the table in a safe place with safe people" said Etema Banks, case manager, it's "come as you are, and come to heal, if anyone can help in this process, it is Nanci."

LJS Public Workshops in April & August—Mark Your Calendars!



The LJS team was accepted to present a two day pre-conference workshop for the International Association for Facilitators, North American conference in Atlanta on April 9 and 10. LJS's session, *You Don't Know What You*

new leader to be presented to the group; and structured time to welcome the new leader, individually with each team member and collectively as a group.

Because realized change is a process, it does take time. You can decide to intentionally set aside time for this process. If not, you will often have to take time by working through resistance, resentment or recreating old behaviors that sabotage the change. I am confident that we can make change transformative when we enhance our awareness and develop new language that allows us to talk, without judgment, about the grief and apprehension that arise during these transitions. As community members, leaders, friends, and colleagues, we can make reflection a natural part of implementing change and incorporate this practice into our organizing principles. In doing so, we become co-creators in the process of change. It's the acknowledgment of what has gone before that allows people the freedom to move forward.

As we head into yet another season of change, I invite you to reflect on the past year and think about what you might need to grieve in order to move towards what is next – whether it be a new leadership position, a professional change, or a personal goal. I would love to hear any stories you might have about making change transformative!

Send your stories and comments to [Nanci's Listening](#).

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Don't Know: the Facilitator's Path to Authentic

Cross-Cultural Practice, is sure to draw a large crowd.

This public workshop is a rare opportunity and we hope that you can join us! *The Facilitative Way*, a new book reviewed in this newsletter, is the perfect companion to IAFNA's Annual North American Conference, which goes from April 10-12. The theme of the conference is "Opportunity, Optimism and Openness" and will offer a wide array of sessions. Please visit www.iafna.org to secure your spot today!

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LJS will hold its first ever public workshop on August 22 and 23 in Portland, OR at the Red Lion Hotel-Jantzen Beach! We are very excited about this opportunity to share LJS's signature *Transformational Communication: Building Relationships for Authentic Cross Cultural Alliances* for past attendees who have asked for a "refresher" course or for those that have not had the opportunity to experience this work yet. This will be a truly unique experience, with our workshop site on the banks of the

Columbia River and a beautiful time of year to explore the best of what Portland has to offer. Please [contact](#) Rangineh for more information and to reserve a spot today!

If you can't reach Nanci... it's because she will be traveling in Guatemala from late January through mid February. Stay tuned for our spring newsletter to find out more about her Central American adventures. Our office will still be open to handle your queries and coordinate LJS events.

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