

The Art of Transformational Consulting

This unique program is offered as a master class in a transformational approach to organizational change.

Our social change organizations need to be stronger, more effective, more innovative, more collaborative and more sustainable to meet the challenges of creating a just society.

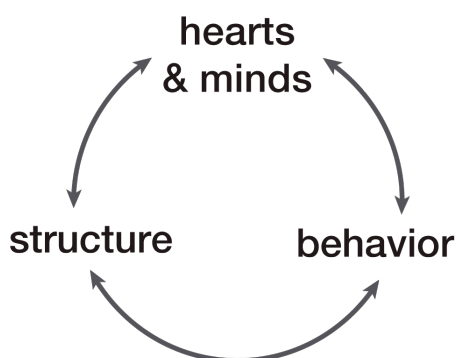
Due to the increasing numbers of graduates from transformational leadership trainings like Rockwood and Generative Somatics, among others, there is a rapidly growing demand for organizational consultants steeped in a transformational approach. *The Art of Transformational Consulting* is designed to help meet this need.

The approach

In his paper [What is Transformation?](#) Robert Gass defined transformation as “change that is profound, radical and sustainable; change that fundamentally alters the very nature of something.”

The transformational approach is a [systems methodology](#) inspiring breakthroughs in how people think and feel and the way they behave, while simultaneously working in an integrated way to shift the structural conditions in which they work and live. This training will help consultants understand and weave this approach into their consulting practice with nonprofit clients.

THE WHEEL OF CHANGE



What you will receive

The Art of Transformational Consulting is a unique opportunity to step back from the ongoing tide of client work and make a major investment in your development as a practitioner.

“Master class” means that admission is dependent on experience and competence as a professional consultant, and is meant to help participants become more bold and impactful through the infusion of a transformational approach. Through this training, participants will be exposed to and immersed in the models, practices and tools of transformational consulting. [Visit our Toolkit online](#)

Perhaps your most important asset in evoking transformational change is yourself, so the training will include work on your own presence and how to profoundly increase the skillful application of your inner and outer power.

This training was EXTRAORDINARY - the best I have ever attended. It energized me, inspired me, stretched me in ways I never could have imagined. And most of all, made me excited to get back to work to apply new skills, new frames, with a sense of even greater purpose and vision!

Elsa A. Rios, Principal – Strategies for Social Change, and RoadMap Co-Director

Sample Schedule:

Sunday	6:00pm-8:30pm
Monday	9:00am-5:00pm; 7:00-9:00pm
Tuesday	9:00am-5:00pm; 7:00-9:00pm
Wednesday	9:00am-5:30pm; (evening off)
Thursday	9:00am-5:00pm; 7:30-? (celebration)
Friday	9:00am-3:00pm

Cost:

The fee for this training is \$2,500.

The fee includes:

- Tuition fees
- 360 client feedback survey
- Training manual, including extensive tools and resources
- Light breakfasts, lunches, and snacks

It does not include dinners or accommodations.

Limited fee reductions are available. Request an application for more information.

Admission and requirements

The capacity for this training is 26 participants and by application only. Admission to the program is limited to professional consultants who work at least 50% of the time with progressive social change clients. This includes independent consultants, those who work for firms, and staff in large institutions who work as internal change consultants to the organization or its affiliates.

Application:

To express interest in applying, please email info@stproject.org.

An application will be available at least six months before the next scheduled training.

Through participation in this training, you will:

- Receive thorough grounding in a transformative approach to organizational change.
- Participate in a potent transformational container facilitating breakthroughs into your next level of development as a practitioner of organizational change.
- Have the unique opportunity to receive extensive feedback from your past and present clients via a custom-designed 360 survey.
- Have an invaluable opportunity to present your work to professional colleagues for feedback, reflection and learning.
- Expand and deepen your network of professional contacts.
- Have a rare opportunity to study with one of the masters of organizational change and leadership development serving the Progressive sector.
- Learn new tools and processes to support and amplify your client work.
- Receive an accompanying toolkit full of assessments and tools for facilitation, organizational transformation, personal mastery, and client engagement.
- Receive 9 months of daily practices via email designed to support you in becoming a more powerful agent of transformational change.
- Feel more bold and empowered to deliver high impact results to clients.

Content:

- **Theory and models for transformational change**
- **Professional assessment**—preparation and debrief of your 360 assessment from past and present clients
- **Casework**—applying the approach to real client work for reflection and feedback
- **Personal mastery**—powerful exercises and personal and group processes for developing the inner state and attributes of the transformational consultant
- **Interpersonal mastery**—skill training in how to evoke transformation in individuals and teams
- **Consulting mastery**—skills and tools for key stages in organizational transformation

The Art of Transformational Consulting was a superb training - clear approaches, excellent tools, and powerful experiential learning with some of the most insightful, compassionate and committed consultants in the field. It was a consultant's dream training.

Helen S. Kim, Haas, Jr. Fund
Plan Consultant, FLA, Rockwood
Leadership Institute & RoadMap

My firm works with progressive non-profit leaders and their organizations across the country. This was by far the most substantive and thought-provoking week of professional development experience since opening my firm 14 years ago.

Michael Bell, President
InPartnership Consulting, Inc.

After serving as a consultant and trainer of consultants for over two decades, what I took away was profound – new ideas and concepts and new appreciation and understanding of things I thought I already knew. The best educational week I have ever spent.

Mike Allison, former Director of
Consulting and Research,
CompassPoint Nonprofit Services

A brilliant introduction to a coherent framework for durable, transformative change, delivered by the best trainer I have ever experienced anywhere, anytime. Quite simply, the best investment in myself as a professional I have ever made.

Julian Griggs, Dovetail Consulting

The Art of Transformational Consulting is a must for anyone working with social justice groups. Not only will you be better prepared, your clients will realize magnificent transformation.

Dothula Baron, Roadmap Consulting; Windcall



Meet Robert Gass

The work of Robert Gass, spanning more than 40 years, integrates an unusual background in leadership development, organizational transformation, social change, spirituality and the arts.

Holding a doctorate in Organizational Psychology from Harvard, Robert was the former President of ARC International, a global consulting and training company, working with corporations such as The Gap, General Motors, J.P. Morgan-Chase Bank, Pillsbury, and Motorola, where he specialized in whole system change and coaching of top executives. He was a pioneer in the birth of the Organizational Transformation movement of the 1980's.

For the last 12 years, Robert has dedicated himself to seeding a transformational approach to leadership development, organizational change and movement building throughout the field of Progressive Social Change. As cofounder of the Rockwood Leadership Institute and chief designer of their curriculum, Robert has trained more than a thousand social justice, environmental, and human rights leaders across North America. He has mentored and coached the top leaders and/or done organizational development with groups such as the NAACP, Service Employees International Union (SEIU), Sierra Club, The Democracy Alliance, Center for Community Change (CCC), Greenpeace, La Raza, Ford Foundation, National People's Action, Global Fund for Women, PICO, National Congress of American Indians, United Auto Workers (UAW), Amnesty International, and MoveOn.org. Robert has also worked with members of Congress, the U.S. Senate Chiefs of Staff, and senior leaders of the Obama Administration. Robert is passionately committed to supporting those working for social and racial justice, human rights, sustainability and preservation of our natural environment.