



Community Leadership Training Series

Aligning Leadership with Purpose

Workshops are offered through a partnership with the Hartford Foundation for Public Giving and Hartford Public Library.

In-Person at the Hartford Foundation for Public Giving



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(she/her/ella)

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Raíces Coaching and Consulting

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Session #1

Exploring Organizational and Leadership Life Cycles

Wednesday, April 16, 2025, 12:00pm -1:30pm
(Virtual Session via Zoom)

Session #2

Leading Through Ambiguity and Change

Wednesday, June 4, 2025, 12:00pm -1:30pm
(Virtual Session via Zoom)

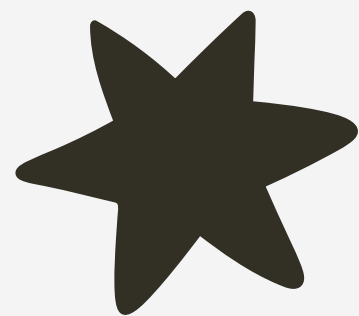
Session #3

Aligning Leadership with Purpose

Tuesday, July 15, 2025, 9:30am -12:30pm
(In-Person, 10 Columbus Blvd, 7th floor)

Raíces/Roots

Comes from the Latin word radix, which means "starting point." You can think of your raíces/roots, as the place where your leadership starts.





What we'll learn and experience:

Today's Agenda

- Reflect on the identities, values, and stories that shape your leadership.
- Understand how adult development unfolds in cycles—and how to navigate transitions with clarity and intention.
- Explore the impact of inherited beliefs and leadership expectations, and identify what to keep, shift, or release.
- Participate in an interactive Gallery Walk to deepen self-awareness through movement and dialogue.
- Clarify your leadership purpose through guided reflection and conversation.
- Create a personalized Leadership Compass to guide your next chapter of leadership.
- Set a tangible leadership goal to move toward over the next 30–90 days.
- Leave with a deeper sense of alignment between who you are and how you lead.



Group Agreements

Share Your Wisdom

Participate in a way that honors your lived experience, leave space for others to do the same. Everyone is a teacher; everyone is a learner.

Lean Into Discomfort

Allow yourself to be challenged, increase your tolerance for discomfort, and be held accountable for doing the work, even when uncomfortable. Discomfort is not the same as a lack of safety, which is what BIPOC experience under racism.

Own Your Learning

Be open to being more vulnerable, gaining insight, learning, and growing in the midst of challenges. Meeting your growth edge requires stepping into and standing up in uncomfortable spaces.

Own Your Impact (Impact > Intention)

This is not about ensuring comfort. Regardless of intention, it is critical to remain focused on the impact of racism, transphobia, anti-blackness, etc. Pay heed to feedback from those who experience its impact.

Stories Stay, Lessons Leave

In support of honoring confidentiality and privacy, do not repeat stories shared, but take the learning from the stories with you.

Let's take a moment to see who's in the space!



- Executive Director or CEO
- Senior Leader or Director-level
- Middle Manager or Program Lead
- Emerging Leader or first-time people manager
- Board Member or Trustee
- Funders or Philanthropic Partner
- Organizer or Movement Leader
- Educator or Youth-Serving Professional
- Other – (Feel free to name your role if you'd like!)



Grounding Technique



PAIR & SHARE

You picked an affirmation card when you arrived.

Now, turn to someone near you and share:

- What affirmation did you pick?
- How does it speak to where you are in your leadership right now?



Four Principles of Adult Development

🌀 Continuous Change

Change is the norm, not the exception. Leadership today means navigating constant shifts rather than expecting stability.

🔄 Cycles of Self-Renewal

We grow in chapters. Periods of stability are followed by transitions that require reflection, letting go, and re-alignment.

🌱 Inside-Out Living

Your clearest leadership comes from within. Purpose is rooted in your values, not your title, position, or performance.

📖 Perpetual Learning

You are always becoming. Leadership is an ongoing process of unlearning, relearning, and showing up differently.



Gallery Walk – Exploring Identities & Stories

You'll move through 3 reflection zones around the room.

At each one, take 5 minutes to:

1. Read the prompt
2. Write your thoughts on a post-it
3. Then discuss as a small group

I'll guide you through each round.



Zone 1: Identity Groups

What identities shape how you lead or how you're perceived?

- Race & ethnicity
- Gender identity, expression & sexual orientation
- Class or socioeconomic background
- Immigration or citizenship status
- Family roles (e.g., eldest daughter, caretaker)
- Disability, neurodivergence, or health status
- Faith or spiritual identity
- Education or first-gen status
- Age or generational identity (e.g., Gen Z, Millennial, Gen X, Boomer)
- Other-Create your own category

Zone 2: Stories I've inherited



Please regroup based on your generational identity:

- Gen Z → Born 1997–2012
- Millennials → Born 1981–1996
- Gen X → Born 1965–1980
- Baby Boomers → Born 1946–1964

Once in your new group, share– Stories I've Inherited

1. Reflect & write on a post-it

2. Then discuss as a group:

- What stories have you created — or been taught — about what leadership should look like?
- Which am I keeping, shifting, or shedding?



Zone 3: Blind Spots

Stay in the same group!

What feedback have you received about a blind spot in your leadership?



Take a 10 Min Break!



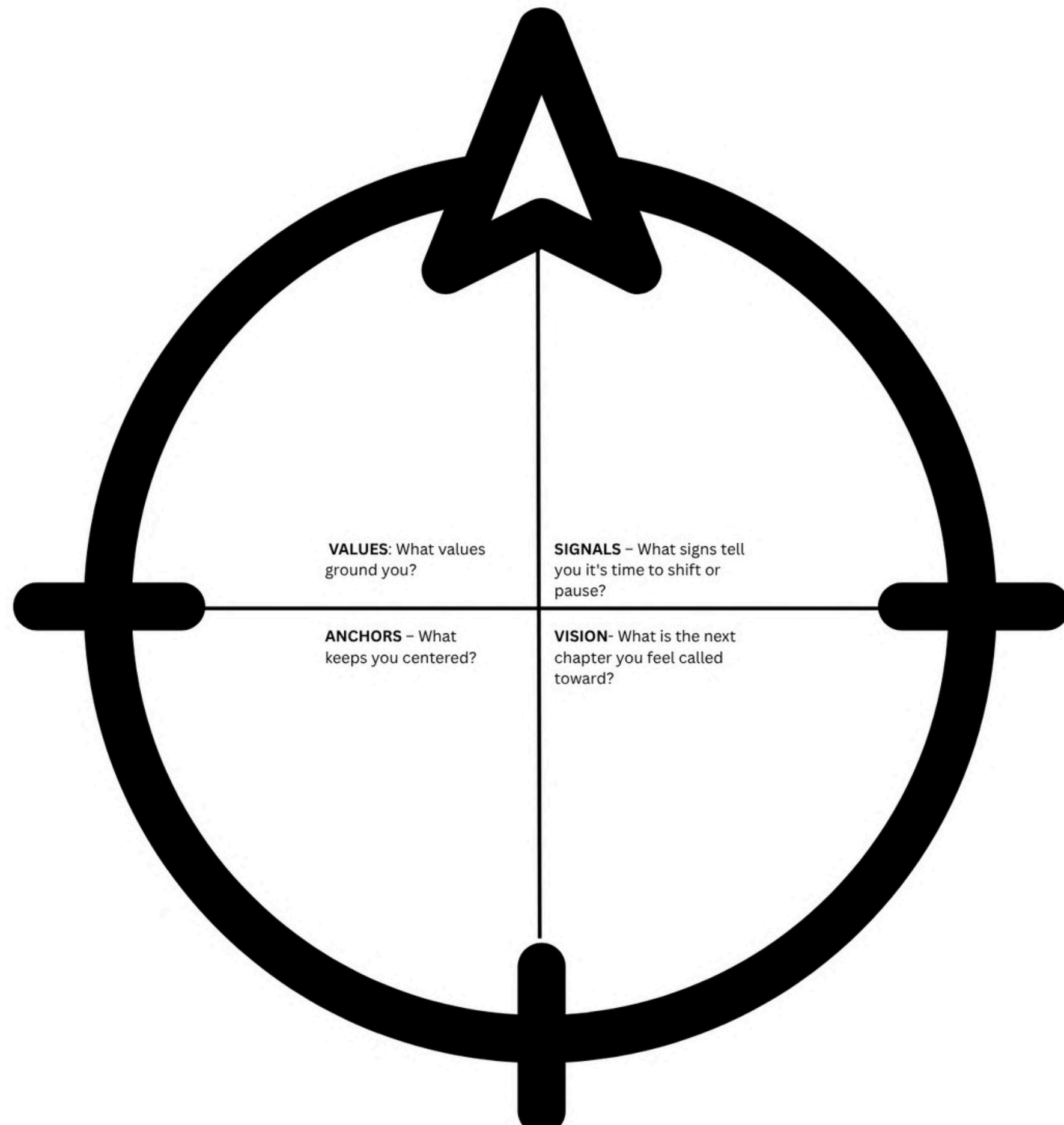
A Coach's Summary of The Adult Years by Frederic Hudson

The Cycle of Renewal



Leadership Compass Affirmation-Part 1

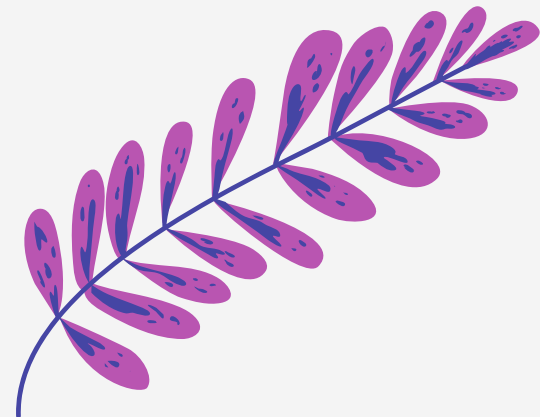
- Design one side of your compass with a powerful message to yourself — a leadership affirmation or mantra you want to carry forward.
- This can be a word, phrase, or image that reflects the kind of leader you are becoming.



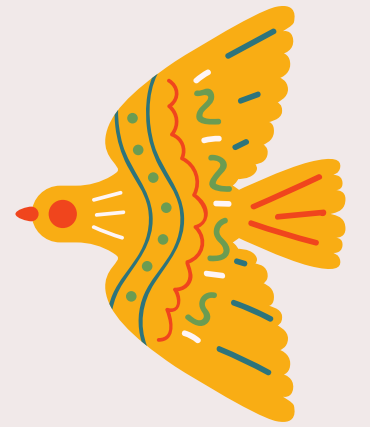
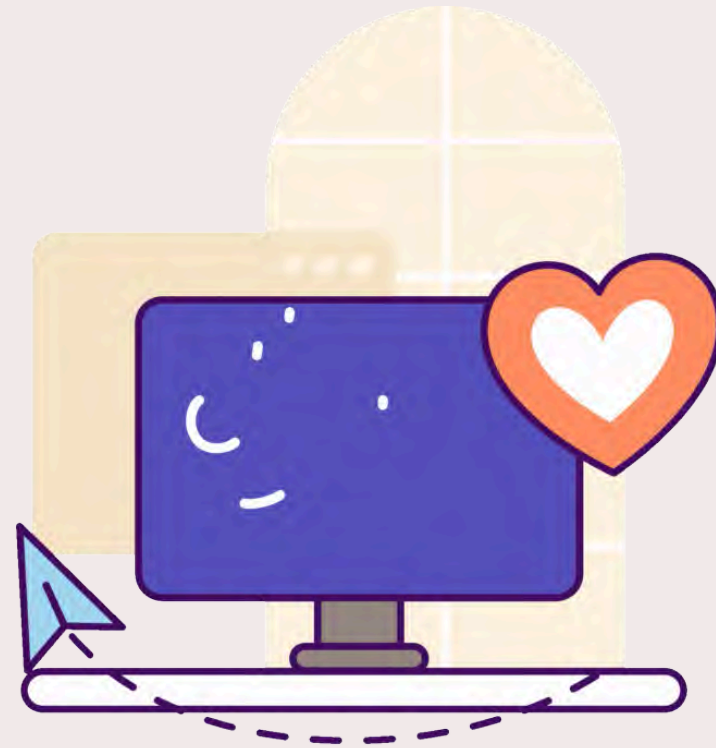
Leadership Compass Quadrant- Part 2

- Leadership Compass Quadrant
- On the other side, complete the quadrant with your reflections:
- Identity that shapes your leadership
- Story you're ready to release
- Feedback you've received about a blind spot
- One leadership goal you're working toward

SESSION SUMMARY



- Leadership begins within — connecting to purpose fuels clarity, confidence, and courage.
- We carry stories — about who we are, how we should lead, and what's expected of us. Some empower us. Others need releasing.
- Our identities shape our leadership — seen and unseen parts of ourselves impact how we lead, and how we're perceived.
- What's inherited isn't always aligned — beliefs passed down through workplaces, culture, or upbringing can limit how we show up.
- Feedback is a gift — naming blind spots invites growth, accountability, and wholeness.
- We are in motion — leadership is a continuous cycle of renewal, not a fixed destination.
- Purpose is your compass — when things shift, your values and vision guide the way forward.
- We're in this together — sharing stories, building clarity, and supporting one another helps us lead with intention, not isolation.



**For more information about Raíces Coaching and
Consulting**

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