

SEEDS OF CHANGE

INSTITUTE 

for Organizational Leaders

*"If we can imagine the world that should exist,
then we can create it."*

-Altagracia Montilla, A.M. Consulting

A.M. Consulting is the industry leading firm specializing in providing comprehensive, individualized strategies for improving culture, connection, and community within organizations. We leverage the power of data and human connection to create transformative change, helping institutions effectively align their impact with their intentions.

Our work has proven that under the right conditions, and with the right tools all organizations can change for the better, thus changing the world for the better. Inspired by this knowledge, we designed The Seeds of Change Institute for Organizational Leaders. This institute supports organizational leaders committed to changing their organization for the better so they can change the world for the better.

altagraciamontilla.com



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Sow Seeds

We help sow the seeds of change within your organization. Leaders are equipped with core competencies, tools, resources, and systems needed to advance antiracist transformation at their organizations using an interdisciplinary approach that honors both the decolonized world that we hope to live in, while acknowledging the world we currently live in.

Live Change

Leaders don't just learn, they live the change through profound facilitated experiences, capacity-building workshop modules, and a resource toolkit. At A.M. Consulting we believe one size can't fit all. Your institute experience is tailored to the specific needs of the organizations selected to join your cohort.

Apply Change

At this stage, leaders bring their transformative experiences, gained self-awareness, knowledge, and tools back to their respective organizations. The relationships nurtured across the cohort and the A.M. Consulting village experts support change as it blossoms within your organization.

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Why Seeds of Change?

The institute is designed for the leaders who believe: believe in making positive change, believe in the possibility of change, believe in doing what it takes to make the positive change come to life; believe in continuous improvement, believe in building a workplace where staff feel seen, valued, cared for, and inspired.

If you've ever sat with any of the following questions, this experience is for you and your organization.

- How do I build an antiracist organization? What does it look like for me to be an antiracist leader?
- How do we increase our impact as an organization? How do we leverage data and human connection to increase our impact?
- How do I build an organizational culture that inspires employees and contributes to employee well-being?
- How do we drive change? How do we ensure our strategies are forward thinking and challenge the status quo?
- How do we navigate conflict? How do we heal through internal conflict and tension?

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Our Unique Approach

The institute is led by A.M. Consulting founder and award-winning conflict-coach, strategist, healer, and freedom-dreamer, Altagracia Montilla. Every part of Altagracia's work is rooted deeply in her belief that the conditions for change towards a liberated world starts with each of us. Altagracia draws inspiration from ancestral practices. She's passionate about digging deep into what motivates people, what inspires people, how people heal and learn best, and what is required to create change needed for a freer and more equitable world for us all.



At A.M. Consulting we believe that our success is rooted in our radical approach towards cultural transformation within organizations.

While building an antiracist lens, culture, capacities, policies & practices, our primary focus is on transforming people. We radically humanize organizations. We recognize that in order to create positive change, we must change individual lives, so we:

- Help leaders heal by centering joy and leveraging ancestral practices
- Build strong sense of community through a village mindset and opportunities for long-lasting, meaningful relationships
- Make space for learning through a culture that fosters psychological safety
- Design interdisciplinary, experiential learning processes
- Provide tools that cultivate AND sustain change
- Build self-awareness through experiential learning
- Build organizational awareness through real-time data

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I. Organizational Assessment, Report, and 3-Year Action Plan

Organizations receive a detailed report of the key findings from our organizational assessment tool. We explore your organization in depth, across four pillars of development: culture, policies and practices, capacity building, and wellness. The report informs a 3-year action plan.

II. Kick-Off Retreat

To kick our experience off, your cohort gathers for an in-person retreat. Our intention is to create fertile ground for change. The retreat is designed to make space: space for ease outside the hustle and bustle of the average work-day, space for healing, self-awareness, and space for relationship building. Participants leave feeling rejuvenated, grounded in this work, and more connected to their colleagues.

III. A Healthy Village

At this stage, leaders bring their transformative experiences, gained self-awareness, knowledge, and tools back to their respective organizations. The relationships nurtured across the cohort and the A.M. Consulting village experts support change as it blossoms within your organization.

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IV. Capacity Building

Participants gather for capacity building sessions designed to:

1. Develop an antiracist lens
2. Skill-up antiracism capacities using collaborative, experiential learning
3. Explore findings from the organizational assessment
4. Design a comprehensive three year work plan informed by the assessment findings

V. Individualized Coaching

We are committed to the proverb “it takes a village”. We leverage our village of experts to design an organizational development strategy to meet the specific needs of your organization. Our village is made up of scholars, activists, educators, mental health experts, community organizers, healing practitioners, artists, business executives, and legal experts.

VI. Culminating Celebration

To conclude the institute experience, we gather the cohort to celebrate and reflect on our experiences.

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Your Commitment

At A.M. Consulting we believe in pouring into organizations and leaders who are truly committed to making a difference. Your commitment to the process requires organizational investment.

Here's what we'll expect from your organization:

- We expect leaders to attend our March 2023 retreat, an immersive in-person experience.
- We gather virtually for 90-minutes, bi-weekly for five months.
- Individual coaching sessions are scheduled beginning at the midway point of the institute.
- Organizational leaders are expected to complete a Leadership Experience Assessment, and are expected to distribute a Staff Experience Assessment to all-staff within their organizations.
- At least one institute participant must hold an official leadership position at your organization.
- Cost: \$30,000

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Learn More

We understand that words on a page can be limiting. If you're interested in learning more about our work, and this institute, we suggest that you join one of our information gatherings.

Select a date below, and follow the associated registration link:

- Tuesday, October 11; 3 p.m. EST: Register [here](#)
- Wednesday, October 19; 12 p.m. EST: Register [here](#)
- Thursday, November 10; 6 p.m. EST: Register [here](#)
- Friday, November 18; 12 p.m. EST: Register [here](#)

Apply Today

If you're ready to apply, begin by completing the short form linked [here](#). Our team will contact you to schedule a brief interview (30 mins).

Our application is open until December 15. We're looking forward to you joining us.