



WOVEN GROVE

CONSULTING

SERVICE CATALOGUE

Empowering values-driven organizations to align
culture, leadership, and strategy for
equitable, flourishing futures

www.wovengroveconsulting.com

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Welcome

I'm Liberty Gonzalez (they/them), founder and lead consultant. Woven Grove exists to support organizations in **cultivating cultures where people, relationships, and purpose can flourish** even amid the complexity, conflict, and rapid change of our times. I bring over a decade of experience facilitating conversations about **equity, belonging, identity, and power**, and integrate this expertise into broader leadership, culture, and systems change work.

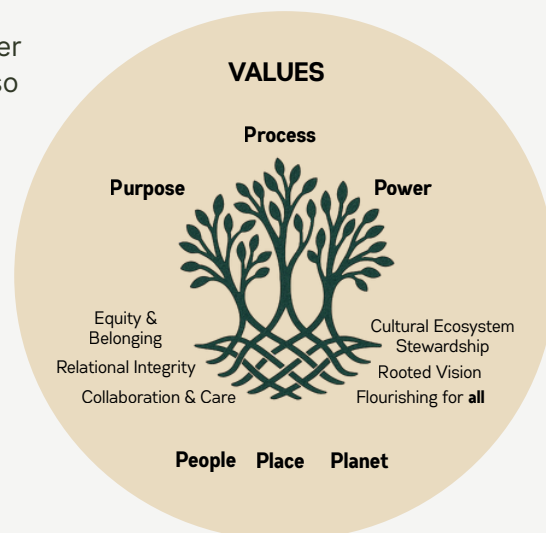
Our work at Woven Grove is grounded in decades of collective experience in community-based organizing, cultural exchange, and leadership development across grassroots movements, businesses and public-serving institutions. We've seen that meaningful change doesn't come from isolated fixes, but from **tending the whole system**: how **power** influences decisions, how **people** relate, and how **purpose** is embodied in **practices, processes & policies**.

Woven Grove understand organizations as living ecosystems: rooted in people and place, shaped by history and power, and capable of growth when the right conditions are present. Our work integrates living-systems thinking, community psychology, and trauma-informed, equity-centered practice.

We partner with **public agencies, nonprofits, corporations and values-driven organizations** to strengthen the relational and structural conditions that make good work possible: aligning leadership, process and culture; navigating conflict with care; and designing systems that support equity and community wellbeing.

In times of transition, our work is to grow deeper roots, clearer pathways, and shared direction so that organizations can serve their communities with integrity. I'm glad you're here and look forward to exploring what flourishing could look like for your organization.

Liberty Gonzalez (they/them)
Founder & Lead Consultant
Woven Grove Consulting
www.wovengroveconsulting.com





Who We Are

Our Vision:

We imagine a world where systems, institutions and organizations are for and by the people, place and planet, and where all may flourish regardless of the soils they are planet in.

Our Statement of Intention:

Woven Grove intends to support organizations in remembering how to work as living systems, realigning power, process and purpose to uplift the flourishing of people, place and planet amid complex change.

Our Unique Approach:

Rooted in principles of **flourishing, community empowerment, liberatory leadership, Targeted Universalism, Emergent Strategy and ecological systems thinking**, Woven Grove balances strategic analysis and embodied practices to co-create meaningful change.

We help organizations move through complexity and conflict with compassion and courage, ensuring that leadership, policies, and team dynamics foster long-term thriving. Our work is designed to strengthen collaboration, enhance equity, and build systems that support resilience in a rapidly changing world.

Our approach centers:

Relationships between people, place and planet	Trauma-informed practice and collaboration	Inclusive multi-modal learning & engagement	Cultural humility and intersectional attunement	Supporting organizations as living systems
Centering connection and sustainable practices that honor human, local and ecological well-being	Grounded in research-backed frameworks and responsive to the unique needs of your team	Educational approaches that meet a diverse group of learners, in their unique accessibility, sensory and processing needs	Addressing systemic barriers to mutual flourishing while fostering cultures of justice, belonging, and shared power across identities	Acknowledging the organicity of human-based systems and the local ecosystems they are a part of

By integrating equity, collaboration, and connection into organizational practices, we empower teams and individuals to navigate change with confidence and build a future where people and communities don't just function. **They flourish.**



What We Do

- **Cultivate Equitable, Enduring Social and Organizational Ecosystems**
 - Strategic culture and systems change
 - Grounded in equity, data, community engagement and relational practice
 - Aligning leadership, structures, and culture for sustainable transformation
- **Build Equitable Leadership Capacity & Empowered Team Cultures**
 - Leadership development & team building
 - Strengthens collaboration, trust, accountability
 - Develops the ability to lead across complexity, identity, and difference
- **Redesign Systems, Policies & Structures**
 - Strategic design, planning & review
 - Aligns policies, governance, workflows, and decision-making structures
 - Centers values, equity, and community impact
- **Strengthen Communication, Collaboration & Conflict Navigation**
 - Skill-building
 - Dialogue across difference & relational repair
 - Collaborative change during periods of tension or transition

Cultivate Equitable, Enduring Social & Organizational Ecosystems



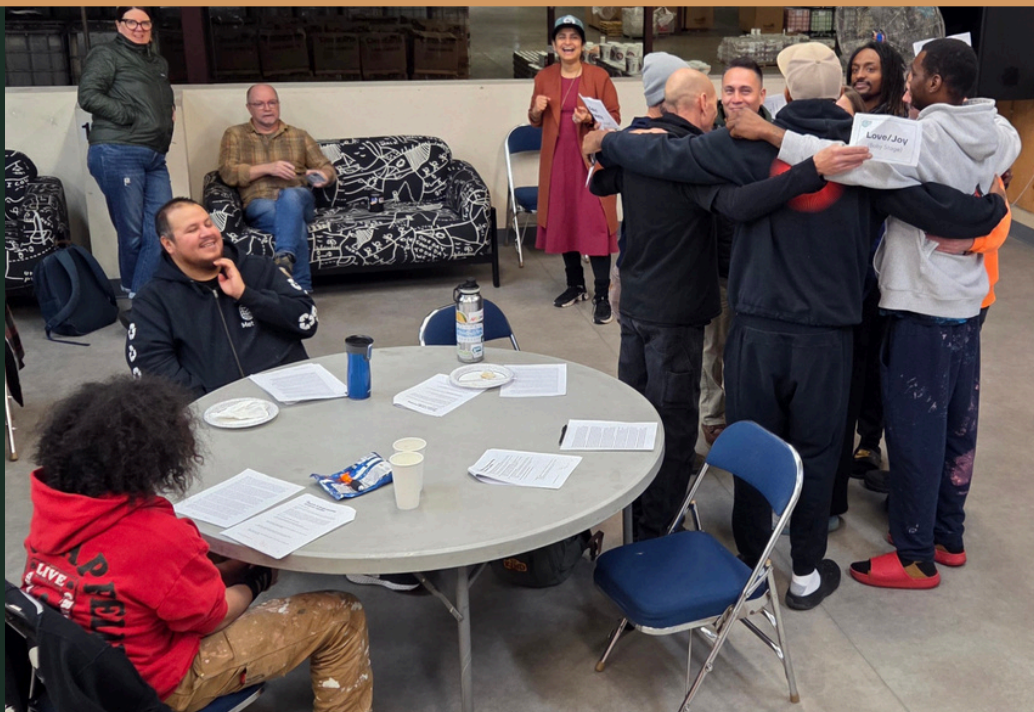
Organizations don't operate in isolation. They are shaped by histories, power dynamics, policies, relationships, and the broader communities they serve. We help organizations see their culture as an interconnected ecosystem rather than a set of disconnected problems.

Through organizational assessment, cultural mapping, community engagement and systems analysis, we support clients to:

- Understand cultural strengths and stress points
- Surface how power, identity, and lived experience shape culture, communications, decision-making, and belonging within organizations
- Identify misalignments between values, strategy, and daily practice
- Build shared understanding across roles and departments
- Integrate stakeholder and community perspectives into culture change efforts

This work creates the clarity needed to move from reactive fixes toward intentional, sustainable culture change.





Build Equitable Leadership Capacity & Empowered Team Cultures

Leadership shapes the conditions in which people work, collaborate, and serve the public. We support leaders at all levels to lead with clarity, accountability, and care, especially in moments of uncertainty and transition.

Our leadership development and coaching work helps organizations:

- Strengthen relational and trauma-informed supervision practices
- Support leaders in navigating complexity, ambiguity, and competing demands
- Build capacity for leaders to navigate identity, difference, and power dynamics with care and accountability
- Cultivate cultures of trust, psychological safety, and shared responsibility
- Align leadership behaviors with stated values and public commitments

We work with individuals, leadership teams, and cohorts to cultivate leadership that is adaptive, grounded, and capable of stewarding equitable change. Our trainings, coaching and consulting are transformative experiences that empower teams with tools for communication, collaboration, and understanding oneself and others.





Redesign Systems, Policies & Structures for Long-Term Flourishing

Enduring culture change requires more than mindset shifts: it requires systems that support new ways of working.

We partner with organizations to redesign the structures that shape daily experience, including:

- Review policies, practices and workflows through an equity lens to address structural barriers to belonging
- Aligning structures with values related to equity, wellbeing, and accountability
- Participatory approaches to change design, strategic visioning & planning
- Staff and community stakeholder engagement for designing equitable change
- Translating vision into practical, usable systems

By tending both the relational and structural dimensions of change, organizations are better equipped to serve their missions and communities over time.





Strengthen Communication & Collaboration; Navigate Conflict & Change

Communication weaves the threads of organizational life. When communication breaks down, conflict escalates, trust erodes, change efforts stall. When communication is tended with care, organizations gain clarity, resilience, and momentum.

We support organizations to:

- Improve clarity, transparency, and feedback across roles
- Establish shared communication norms and collaborative agreements
- Engage conflict directly and constructively
- Facilitate dialogue across identity, difference, disagreement and lived experience
- Support repair after harm or breakdown
- Navigate emotionally charged dynamics during periods of change

This work helps teams move through tension rather than around it, strengthening collaboration and restoring trust while supporting forward movement.





How We Work

Woven Grove Consulting partners with **public agencies, nonprofits, corporations and values-driven organizations** to navigate complexity through a living-systems approach to leadership, culture, and change.

Like a grove of trees, organizations thrive through relationships between people, roles, structures, and the communities they serve. Woven Grove helps organizations see and tend their cultural ecosystem: the roots, soil, canopy, and connections that shape trust, communication, and collective wellbeing.

As a **networked consultant model**, we are able to draw on a wide range of expertise to tailor our teams to the needs and scale of each scope of work.

Modes of Engagement

Whether through single high-impact trainings or long-arc integrative change initiatives, we work alongside clients to strengthen leadership, navigate conflict, and redesign structures so equity and flourishing are woven into daily practice.

Woven Grove Consulting supports organizations through **both focused engagements and multi-phase partnerships**. We meet systems where they are and design work that supports meaningful progress, whether through a single session, a leadership series, or a longer-term change effort.

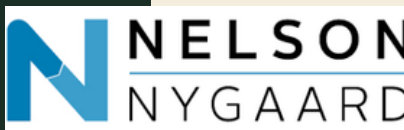
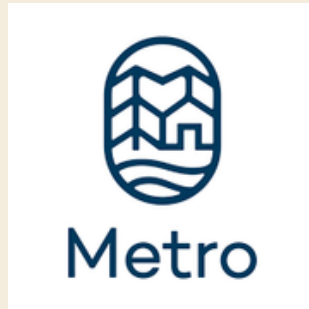
Our approach weaves together **complementary modes of work** and adapts as needs evolve, supporting assessment, alignment, learning, and implementation across people, process, and purpose.

Strategic Consulting & Change Management	Leadership & Team Coaching	Education & Learning Design	Facilitation & Convening
<p>Culture assessment, systems analysis, policy review, planning, and implementation support that helps organizations align values, strategy, and structure.</p>	<p>1:1 and group coaching for leaders and teams navigating complexity, transition, and culture change.</p>	<p>Customized workshops, trainings, and learning experiences grounded in the Flourishing Futures Framework and inclusive of learning styles.</p>	<p>Skilled facilitation for dialogue, learning, decision-making, conflict engagement, and repair designed to support trust, clarity, and shared direction.</p>



Select Clients & Partners

"Liberty engaged our organization with kindness and a nonjudgmental, grounded presence that modeled for us a new approach to being direct with one another while staying in connection. They taught us incredibly valuable theory and practical skills in really listening to one another. The members of our organization were able to connect with each other in a deeper way than we had before, and we are so grateful!"





Let's Connect!

Book a free consultation to meet and assess how we can work together



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WOVEN GROVE CONSULTING

Empowering values-driven organizations to align
leadership, strategy and culture to grow equitable, flourishing futures

UEI: K4PSGQW7BCD1 | CAGE: 98CH6 | EIN: 82-0693382

Woven Grove Consulting partners with values-driven organizations, public agencies, and foundations to strengthen leadership, culture, and systems in times of complex change. Through customized consulting, coaching, facilitation and education, we help organizations align values with practice, navigate cultural and relational challenges, and build the conditions for equitable, collaborative, and flourishing futures.

Core Capabilities

- **Cultivate Equitable Organizational Ecosystems** - Strategic culture and systems change grounded in equity, data, and relational practice, helping organizations align leadership, structures, and culture for sustainable transformation
- **Build Equitable Leadership Capacity** - Leadership development that strengthens collaboration, trust, accountability, and the ability to lead across complexity, identity, and difference
- **Redesign Systems, Policies & Structures** - Strategic design that align policies, governance, workflows, and decision-making structures with values, equity, and community impact
- **Strengthen Communication, Collaboration & Conflict Navigation** - Skill-building and dialogue across difference, relational repair, and collaborative change during periods of tension or transition

How We Work

- ✓ **Strategic Consulting, Engagement & Planning** – Organizational assessment, culture and systems analysis, strategic visioning, change management, community engagement, and implementation support
- ✓ **Education & Learning Design** – Customized sessions & events to shape culture, leadership, stakeholder engagement & change capacity
- ✓ **Leadership & Team Coaching** – 1:1, group coaching & peer cohorts for conscious leadership
- ✓ **Facilitation & Convening** – Keynotes, panels, dialogues, conflict engagement and public events



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Business Information

Registered Entity: Awakening Creatives LLC
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OR Registry #: 2479526-90
LGBTQ-Owned | COBID pending
Portland, Oregon based
Remote & In-person
Free initial consults



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