

wise warrior

Leadership Reimagined


transforming
change
MORE IS POSSIBLE


SOCIAL JUSTICE
TRANSFORMED

Transforming Change is **on a mission to transform** leaders, to strengthen non-profit organizations, to deepen social change strategy, and to transform the field of social change.

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transformation hub

TRANSFORM YOUR POTENTIAL INTO IMPACT

Leadership development for activists, change agents, faith leaders, and those leading the fight for freedom and justice.

WARRIOR WISDOM

RESOURCES FOR THE REVOLUTION

A resource hub for revolutionaries, faith activists, funders of the movement, and social justice leaders.



wise warrior

Leadership Reimagined

A NEW WAY OF DEFINING LEADERSHIP

For the activist, the changemaker, the movement builder, and the social justice leader.

For far too long, those of us leading movements for freedom, justice, and social change have been encouraged to adopt leadership models designed for corporate leaders.

Those frameworks were created to help leaders in the private sector maximize performance, increase profits, manage corporations, and achieve business objectives. While some of their principles have value, they were never designed to assess or cultivate the unique skills required by the demands of confronting injustice, challenging systems of oppression, or building movements capable of transforming society.

The Wise Warrior is a call to become the kind of leader our movements need.

To build a world rooted in love and justice, we need leaders who can stand firm in the face of resistance, discern the difference between urgency and strategy, inspire hope in difficult moments, build trust across diverse communities, and remain grounded in purpose when the path forward is uncertain.

Our leaders need wisdom as much as vision, courage as much as competence, and character as much as charisma.

We must be able to lead with wisdom instead of ego, discernment instead of impulse, courage instead of fear, and power that is exercised not for personal gain, but in service of justice and liberation.

We must be Wise Warriors.

THE WISE WARRIOR IS A LEADER IN THE FIGHT FOR JUSTICE.

The Wise Warrior leads with wisdom, discernment, power, and courage. They are soulful, grounded, and equipped to usher us toward the world we desire and deserve. **The Wise Warrior combines inner growth (soul work) and social justice.** This helps them grow their capacity and expand possibilities for the movement and our world.

THE WISE WARRIOR IS NEEDED NOW MORE THAN EVER. WE MUST LEVEL UP OUR LEADERSHIP AND FIGHT FOR THE WORLD WE DESIRE AND DESERVE.

Today, we face grave threats to our democracy, justice, and basic human rights.

Our democracy is systematically being undone by an authoritarian oligarchy that is determined to build more wealth and power for themselves, even if it comes at the expense of our nation and the wellbeing of the people within it. Those driving oppression and harm are growing more bold. We must also grow more bold. The cost of engaging in social justice is rising. Our courage must rise with it.

As change agents, we have said yes to leading the charge to build a beloved community. Now more than ever we have to rethink how we are doing things. We cannot afford to stay the course. **We must transform ourselves, our organizations, and our movement.**

The future of our country is directly connected to our ability to grow into Wise Warriors and build movements rooted in love and justice.

Far too often, our efforts are derailed because we have failed to ready ourselves for the fight ahead. To create the world we desire and deserve, **those of us on the front lines of the movement must do the work to reach the fullness of our power and potential.** We must embark on our soul work journey and increase our ability to lead as Wise Warriors equipped to usher in a new era for our nation and world.

After all, we cannot hope to build a beloved community full of people who are rooted in oppression.

5 ARCHETYPES



The Wise Warrior archetypes are social justice leadership at its best.

The Wise Warrior archetypes represent universal patterns and characteristics present throughout the movement ecosystem. They are elements of social justice leadership that appear again and again in leaders across the field.

The descriptions that follow depict how each archetype appears when it is operating at its best. Our task as change agents is to do our soul work in order to cultivate and strengthen our ability to reach our potential and be the best and most powerful versions of ourselves.

As you read the descriptions, notice which of the archetypes most reflect how you show up in the movement. While we all have aspects of each within us, we tend to lean towards one or two archetypes most often.

The Wise Warrior is clear about their strengths and the value they bring to the movement. They also understand the value inherent in the other archetypes.

The Wise Warrior is not automatic. It must be cultivated through soul work.

Without soul work, we risk undercutting our potential and showing up in the shadow manifestation of our archetypal self. As you read the shadow side of each archetype, reflect on which parts of your leadership are in need of refinement. Be gracious with yourself as you read and use this as an opportunity to grow your leadership.


IF You're not
OUTRAGED
You're not
PAYING
ATTENTION



THE MOVEMENT MYSTIC

The Movement Mystic reminds us that the struggle for justice is not only political—it is deeply spiritual, emotional, and relational. They recognize that the work of liberation demands sacrifice, but they reject the false belief that faithfulness requires self-destruction.

Instead, the Movement Mystic teaches that our lives have inherent value, our emotions deserve attention, and our humanity is not an obstacle to the movement but one of its greatest strengths.

Holding the tension between self-sacrifice and self-preservation, the Movement Mystic models a way of living that is both deeply committed and deeply whole. They help us remember that movements endure not because people burn themselves out, but because they learn to nourish one another for the long journey. The Movement Mystic invites us to care for ourselves and one another while fighting together for the collective.

Movement Mystics bring wholeness, healing, and sustainable love to the movement.



FAMOUS MOVEMENT MYSTICS



UNDERCUTTING YOUR POWER

The missing movement mystic

Without soul work, the Movement Mystic mistakes healing for the destination rather than the preparation for the journey. In seeking wholeness, they can become detached from the demands of collective struggle, avoiding sacrifice, conflict, or action in the name of peace. They forget that the purpose of healing is not simply to feel whole—it is to become more fully available to love, serve, and liberate others.



THE LIBERATOR

The Liberator is guided by Dr. Martin Luther King Jr.'s conviction that "Injustice anywhere is a threat to justice everywhere." They recognize that our communities, movements, and struggles for freedom are deeply interconnected. Because of this, **the Liberator is not satisfied with freedom for a few—they are committed to the liberation of all.**

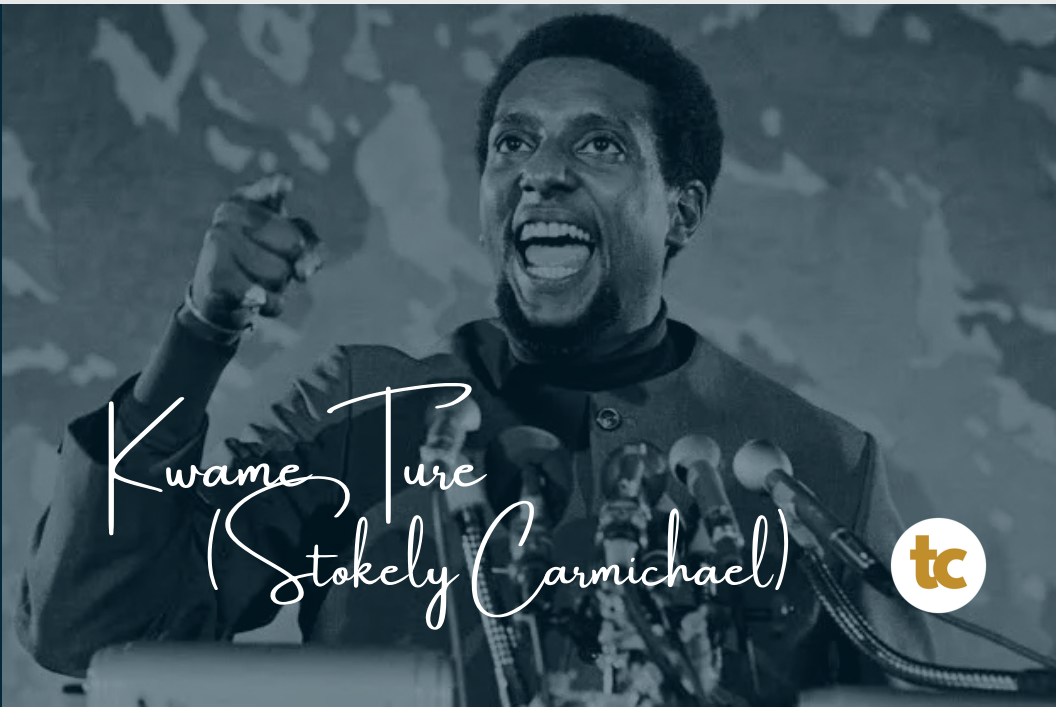
Liberators challenge us to center justice and liberation in everything we do, from how we build and lead our organizations to how we develop strategy, make decisions, and exercise power. They understand that the means must reflect the ends, and they work to ensure that the pursuit of justice is embodied in the movement itself.

At their best, Liberators remain grounded in the communities they serve. Rather than trying to fight every battle, they discern where they are uniquely called to act, trusting that others will faithfully lead in their own communities and causes. This disciplined focus allows them to contribute to a broader ecosystem of collective liberation without losing sight of the people closest to the work.

Liberators bring integrity, accountability, and an unwavering commitment to collective freedom.



FAMOUS LIBERATORS



UNDERCUTTING YOUR POWER

Taking on the World

Without soul work, The Liberator is driven by the distortion that every injustice requires their personal intervention. In trying to carry every struggle, they lose the wisdom to discern where they can make their greatest contribution. Instead of strengthening the movement, they become overextended, reactive, and disconnected from the communities they seek to serve.



THE SHEPHERD

The Shepherd is driven above all by love for the people. They see themselves as guardians, called to protect those most vulnerable from the wolves that exploit, oppress, and prey upon the community. Fiercely protective, the Shepherd is moved to action by the conviction that **love is not passive—it is willing to stand between the vulnerable and harm**, even when that means leading people into difficult or dangerous struggles.

Yet the Shepherd never loses sight of the humanity of others. They understand that the goal is not vengeance but restoration. While they confront injustice with courage and resolve, they also hold open the possibility of redemption, believing that justice and compassion are strongest when they exist together.

At their best, Shepherds remind us that movements are ultimately about people. They cultivate communities where individuals feel seen, protected, and valued, ensuring that the pursuit of justice never comes at the expense of our humanity.

Shepherds bring love, protection, and moral balance to the movement.



FAMOUS SHEPHERDS



UNDERCUTTING YOUR POWER

The controlling protector

Without soul work, the Shepherd confuses protection with control. In their desire to keep others safe, they begin carrying burdens that are not theirs to bear, making decisions on behalf of others, or shielding people from the very challenges that would help them grow. Over time, love becomes overprotection, compassion becomes enabling, and service becomes martyrdom.



THE WAILING WARRIOR

The Wailing Warrior gives voice to the grief that injustice leaves behind. They are intimately acquainted with the sorrow that emerges when the veil of deception is lifted and painful truths can no longer be ignored. Rather than rushing past suffering, the Wailing Warrior insists that we make space for lament, believing that **grief is not a detour from the work of justice but an essential part of it.**

As truth-tellers, they keep us tethered to the human cost of oppression. They refuse to let statistics replace stories or movements lose sight of the people whose lives have been forever altered. Through poetry, music, testimony, art, and witness, they ensure that pain is neither hidden nor forgotten. Their lament awakens conscience, stirs compassion, and calls communities toward repentance and transformation.

They are the blues singers, the poets, the storytellers, and the prophets who remind us that before we can heal a wound, we must first be willing to see it.

Wailing Warriors bring truth, lament, and prophetic witness to the movement.



FAMOUS WAILING WARRIORS



UNDERCUTTING YOUR POWER

Disconnected from hope

Without soul work, the Wailing Warrior mistakes dwelling in grief for honoring it. They become so consumed by bearing witness to suffering that they lose sight of hope, resilience, and the possibility of transformation. Their lament no longer awakens the movement—it weighs it down, leaving people with sorrow but no vision for what comes next.



THE WAY FINDER

The Way Finder is committed to making a way where none seems to exist. They are **drawn to possibility, believing that every obstacle holds the potential for innovation and every crisis invites imagination.** Rather than accepting the world as it is, the Way Finder is driven by the conviction that we have a responsibility to transform what is into what ought to be.

They are willing to walk the narrow and uncertain road, trusting that the wisdom, courage, and creativity needed for the journey will emerge along the way. The unknown does not intimidate them—it energizes them. They challenge assumptions, question inherited systems, and help movements envision futures that others cannot yet see.

At their best, Way Finders remind us that justice requires more than resistance; it requires imagination. They keep us from settling for familiar solutions, inviting us instead to create new paths toward freedom.

Way Finders bring moral imagination, innovation, and courageous possibility to the movement.



FAMOUS WAY FINDERS



UNDERCUTTING YOUR POWER

Addicted to adventure

Without soul work, the Way Finder mistakes possibility for purpose. In their pursuit of new paths, they become untethered from the wisdom of community, the discipline of implementation, and the patience required for lasting transformation. Their imagination inspires, but without discernment it can scatter energy, create instability, and leave others without a clear direction.


HOUSING for the PEOPLE!
NOW
HOME IS HER
HOUSING NOW
WE HOLD THE KEY
HOUSING NOW
TO
HOUSING ALL
AFFORDABLE HOUSING
CAFHN

MEET THE CREATORS

ROBIN WRIGHT-PIERCE

Chief Executive Officer

REV. NELSON PIERCE

Chief Political Officer


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change
MORE IS POSSIBLE