

trans* formational CHANGE

in partnership with



Thinking beyond formulaic “best practices,” Trans*Formational Change works with organizations, changemakers, leaders, and workers to build and actualize a DEI strategy that drives individual, team, and structural progress.

T.J. Jourian | Consultant & Coach

T.J. has over two decades of experience supporting and amplifying efforts that advance equity and social change in communities across the US. Through consulting, coaching, training, and research and assessment services, he partners with clients to co-design a process that centers connection, learning, balance, and adaptability.

A lifelong learner, T.J. has honed an ability to approach all situations from a multiplistic perspective, to get creative and find new and divergent pathways forward, and to do so while holding relationships and humanity at the center. He is a champion of changemakers and boundary breakers and his super power is in seeing connections across seemingly disparate ideas, work, groups, and priorities.

PORTFOLIO | recent projects

- Strategic visioning and planning:** facilitated a strategic planning process with staff, board, volunteers, and past and current participants of a local chapter of a nationally-renowned arts-based organization
- Equity assessment and playbook:** developed an equity-based playbook focused on supporting trans and nonbinary citizens and guests for a large, metropolitan city in the South through assessment and recommendations of policy, programs, and initiative-based strategy
- Inclusion curriculum development:** designed a series of three 90-minute modules deliverable in-person or virtual, with accompanying workbooks, and asynchronous training-of-trainers to advance organizational inclusion through employee training
- In-residence trainer and consultant:** oversaw the planning of and facilitated day-long programming sessions at four conferences for a college-to-career professional association spanning four different industries, served as an on-time consultant, and compiled recommendations for future iterations
- Career crossroads group coaching:** co-developed and co-facilitated a 3-month coaching program for LGBTQ professionals of color at a career crossroads within and beyond their industries

INDUSTRIES

- *Public, private, and non-profit
- *Social impact and mission-driven
- *Higher education and education-adjacent

PAST CLIENTS

- *City of Atlanta, GA
- *Foothill College
- *Girls Rock Philly
- *Out for Education
- *Duke University
- *Hinge / Match Group
- *Massachusetts Transgender Political Coalition
- *9to5
- *National Lawyers Guild
- *New York County Defender Services

CREDENTIALS

Ph.D., Higher Education
M.A., Student Affairs
Administration

CERTIFICATIONS

- *Certified Professional Coach
- *Certified Life Coach
- *Energy Leadership™ Index
Master Practitioner