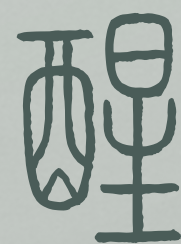


Xīng

EXECUTIVE TEAM CONSULTING
& TRANSFORMATIONAL MENTORSHIP



Who we are is who we bring to work.



Just as DNA is the code that directs how your whole body functions...

Your executive team is the template that shapes and directs your entire organization.



Every executive team navigates:

PERSONAL CHALLENGES

for example:

Your life is everything you wanted, **but** you feel something is missing.

RELATIONAL CHALLENGES & TEAM DYNAMICS

for example:

You have great people, **but** miscommunication and conflict impede productivity.

Your team shows up, **but** deadlines are missed and goals aren't met.

ORGANIZATIONAL CHALLENGES

for example:

You have stellar intentions, **but** your company culture is at risk as you enter hyper-growth.

Traditional Solutions Miss the Mark:

Most organizations reactively try the traditional playbook:

- ✓ Executive and team coaches
- ✓ Assessments and evaluations
- ✓ Organizational design consultants
- ✓ Skills training and workshops

After investing hundreds of thousands of dollars and months of effort, *results remain lackluster.*

- ✗ **FRAGMENTED SOLUTIONS:** Change happens in silos – nothing connects.
- ✗ **SURFACE-LEVEL FIXES:** Leaders learn new frameworks, but their underlying patterns of anxiety, burnout, and reactivity remain untouched.
- ✗ **ONE-SIZE-FITS-ALL MANDATES:** Generic programs ignore your team's unique ecosystem, dynamics, points of resistance, conflicts and challenges.
- ✗ **DEPENDENCY ON EXTERNAL SUPPORT:** Old patterns return because your team never learned to sustain the changes independently.

You're stuck in an expensive cycle of temporary improvements that don't address the root cause.

You *can't* change your organization *without* changing your people. —————

With 28 years of combined experience...

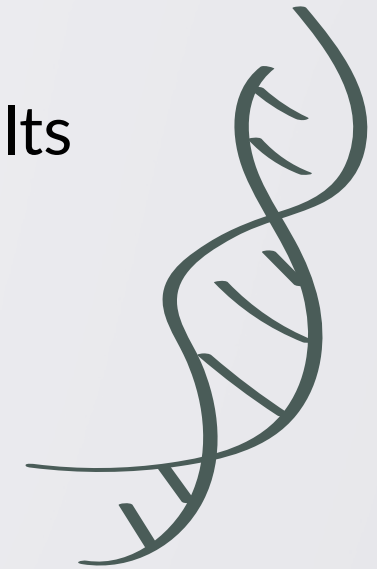
We know your executive team is either the *key to success*, or the *catalyst for failure*.



PROACTIVE
INDIVIDUAL
TRANSFORMATION



Transformed behavior, team dynamics *and* results



We facilitate change within the people that *then* change organizations,
not the other way around.

AN INTEGRATIVE APPROACH

We are a united and comprehensive support system for you and your executive team.



Your Bespoke Experience:

Every package is **100% customized** to address your unique challenges, needs and goals.

High-Touch Access

From **weekly 1-on-1** breakthrough sessions with each team member...

to **quarterly team offsites** and real-time conflict resolution support...

We're truly present with you in all areas of your private and professional journey.

Highly Adaptable

We **adapt as** we go – we know from experience that if we hold rigid to an initial assessment or curriculum, we miss the opportunity to truly evolve with your team as a **living ecosystem**.

In essence, we meet your team as it is *becoming*, not as something static.

Outside-the-Box

We are creatives, innovators, integrators and leaders... We **don't fit in any singular box**, and we know you don't either.

Because our personal lenses and lifestyles are so multi-faceted, we are able to fully embrace, hold, and understand the **complex nature** of you, your organization and vision.

Your Complete Transformation System:

Our typical engagement is 1–3 years long with teams seeing measurable shifts in 90 days and sustainable transformation in 6 months.

	<i>Weekly & Monthly</i>	→ <i>Quarterly</i>	→ <i>As Needed</i>
<i>Personal</i> TRANSFORM FROM WITHIN Address the unconscious patterns limiting your effectiveness, and develop authentic leadership presence.	1:1 Liberation Sessions & Leadership Coaching	Leadership Self-Assessment	Crisis Coaching Major Decision Guidance
<i>Exec Team</i> MULTIPLY PERFORMANCE Create psychological safety, improve decision-making, and establish communication that drive results.	Team Coaching & Meeting Observations	Strategic Offsites	Conflict Resolution, Communication, & Decision-Making Support
<i>Organization</i> SCALE CULTURE & SYSTEMS Design organizational structures and culture that support sustainable growth, while maintaining your values.	Culture Design, Growth & Scaling Strategy	Growth Readiness Assessment	Change Strategy & Leadership Development Conceptualization

Two Perspectives, One Approach:

We are seasoned professionals with 28 years of combined experience facilitating liberation from limiting patterns – within self, team, work and impact.



LUNA VALIN

Multi-Disciplinary Mentor & Somatic Therapist

- 12+ years working with industry leaders, A-list artists, teams and LGBTQ+ couples
- Founder of Essence & Co-Founder of Satori: global mentoring & creative consulting companies
- Certified in Integrative Somatic Trauma Therapy, Intimacy & Relationship Coaching, & trained in over two dozen holistic modalities & disciplines
- Taught her custom methodology to thousands of individuals: leading-edge perspectives on integrative spirituality, queer artistry, leadership & healing
- Ceremonial Facilitator, Pleasure Activist, Foodie, Goofball and Kitty Mama



SONGYA KESLER

Organizational Design & Leadership Consultant

- 16+ years across startups, scale-ups & global orgs (US, EU, Asia)
- 200+ founders & C-suite leaders coached
- Designed and delivered 9 custom multi-month leadership development and cultural transformation programs, which includes founding Emerging Leaders Training to empower top talent
- Stanford engineer × Cambridge MBA × PCC-certified coach x Leadership Faculty at Univ. of Colorado Boulder
- Professional Dominatrix, Tantric Buddhist, Taiwanese Tea Ceremonialist, Mother to a Tiny Human

Together, we are trauma-integrated, systems-aware, spiritually grounded, and deeply human advisors to A-List public figures, artists and top execs.

Case Studies: Executive Team Impact

Revered Food Tech Company

Partnership since 2022

\$117M+ raised from EQT Ventures and Europe's second-largest retailer

The Challenge: Fast-scaling startup navigating multiple crises: layoffs, business model pivots, fundraising pressure, and maintaining culture during turbulent growth.

Transformation Results:

- Successfully navigated 2 fundraises and 3 strategic layoffs
- Executed 2 major business model evaluations
- Strategic pivot extended runway 18 months to 5+ years
- Launched first product in 2,000+ retail stores

Cultural Impact:

Culture became so strong that during their latest layoff, employees volunteered their positions (despite wanting to remain) because they knew it served the company's best interests.

Venture-Backed Blockchain Company

Partnership since 2022

\$119M+ raised, led by a16z Crypto and Paradigm, with cutting-edge zero-knowledge technology

The Challenge: Brilliant technical team of PhD researchers struggling to translate deep tech into business execution and growth in a highly volatile industry.

Transformation Results:

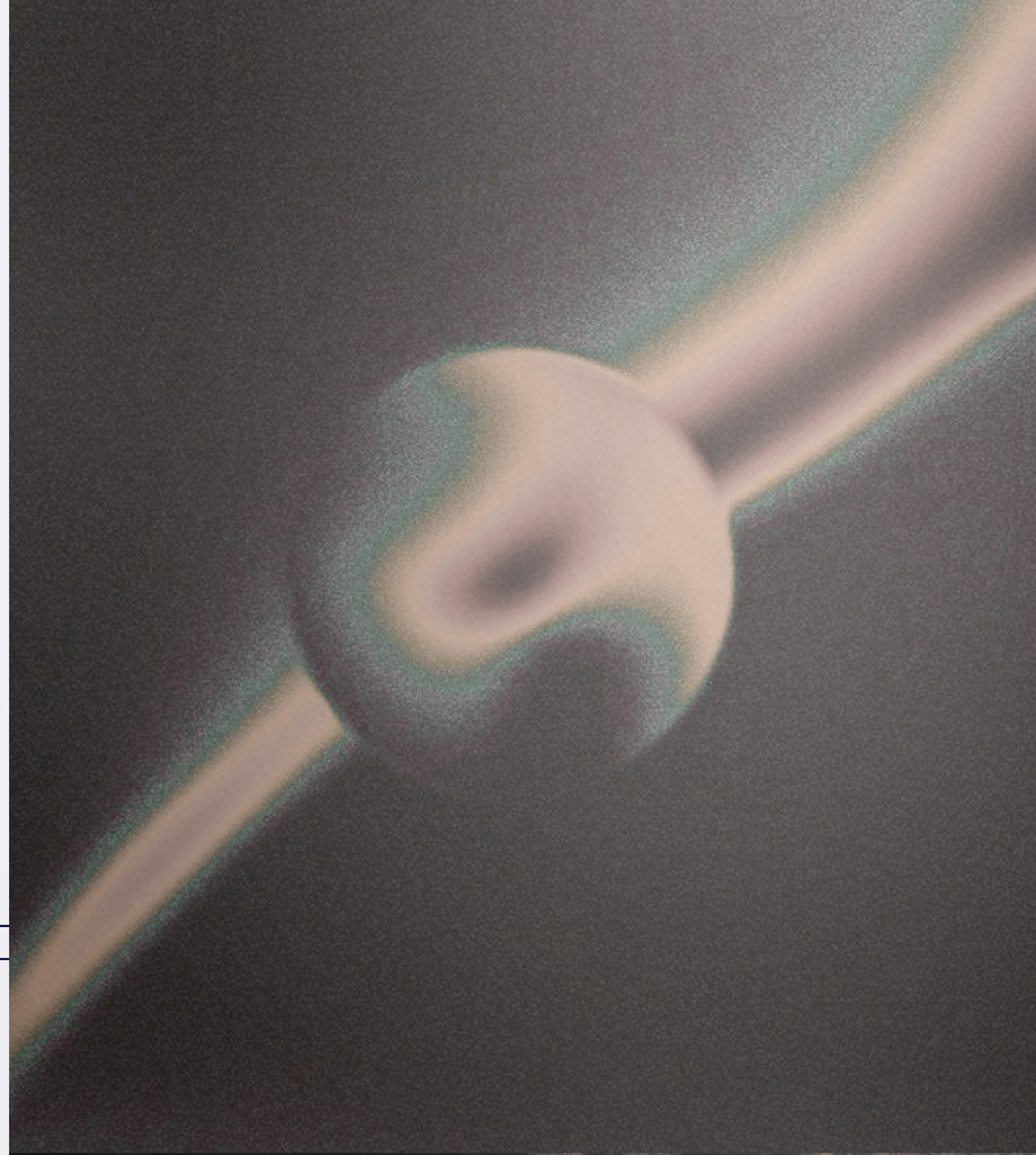
- Successfully navigated multiple executive team departures
- Evolved from research group to commercial organization
- Significantly reduced employee turnover
- Improved company culture and communication
- Found balance navigating a high-ambiguity environment

Organizational Impact:

Transformed a group of brilliant researchers into capable, self-aware leaders ready to mature the organization into its next stage of expansion: split for-profit and non-profit entities.

SIMPLY PUT...

We help *stressed executive teams*
integrate organizational performance
and personal transformation
to exceed ambitious goals.



If you recognize yourself in any of these...



These common, often unconscious, leadership behaviors significantly impact teams *and* results.

This is an example of a bespoke tool (unavailable anywhere else) for surfacing ineffective leadership patterns. We transform the *root causes* of these behaviors to liberate your team’s effectiveness.

Leadership Behavior:		Narrative:
RESTLESS HUSTLING "There is always better."	↔	I hold high standards and need to stay constantly busy. Not moving forward creates anxiety.
ANXIOUS HELPING "How can I help?"	↔	I am great at supporting my team and reading social cues. Conflict must be avoided at all costs.
CHAOTIC INDECISION "Let's see what __ thinks."	↔	I default to consensus. If I never make the decision, then I cannot be blamed if something goes wrong.
AGGRESSIVE CYNICISM "That sounds like a you problem."	↔	I come across as "tough" and am quick to attack. I lead with distrust and am always ready to fight.
DELUSIONAL PROCRASTINATION "I am getting to it."	↔	Even though I appear busy, I wait until there's a sense of urgency or stress to finish tasks.
CRIPPLING INDEPENDENCE "Move aside, I'll take care of it."	↔	I excel at getting things done and do tasks better and quicker myself. I can only rely on myself.
HEARTLESS RATIONALITY "Let's focus on the work."	↔	I value objectivity, logic, and data while mistrusting feelings and intuitions. I seek structure over chaos.
RUINOUS CHARISMA "You're my number two."	↔	I use both flattery and fear to gain influence. I am polarizing; people love me or hate me.



→ It's likely *your time*
to partner with us.

next *steps*

Complimentary Consultation

Understand your vision and
current challenges

step 1

Partnership Agreement

Commit to your conscious
growth journey

step 2

Systems Assessment

Deep dive into your leadership
ecosystem and organizational
dynamics

step 3

Package Design

We create a bespoke structure with
adaptable programming

step 4



Xîng

Email team@essence.is to

SCHEDULE YOUR CONSULTATION

SELF-
ACTUALIZATION

+

TEAM
CULTURE

=

BUSINESS
EXCELLENCE