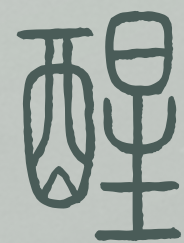


Xing

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 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:** Generic programs ignore your team's unique ecosystem, dynamics, points of resistance, conflicts and challenges.
- ✗ **EXTERNAL DEPENDENCY:** 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 the *key to your success*.



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.

	Weekly & Monthly	Quarterly	As Needed
Personal <i>TRANSFORM FROM WITHIN</i> 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
Exec Team <i>MULTIPLY PERFORMANCE</i> Create psychological safety, improve decision-making, and establish communication that drive results.	Team Coaching & Meeting Observations	Strategic Offsites	Conflict Resolution, Communication, & Decision-Making Support
Organization <i>SCALE CULTURE & SYSTEMS</i> 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:

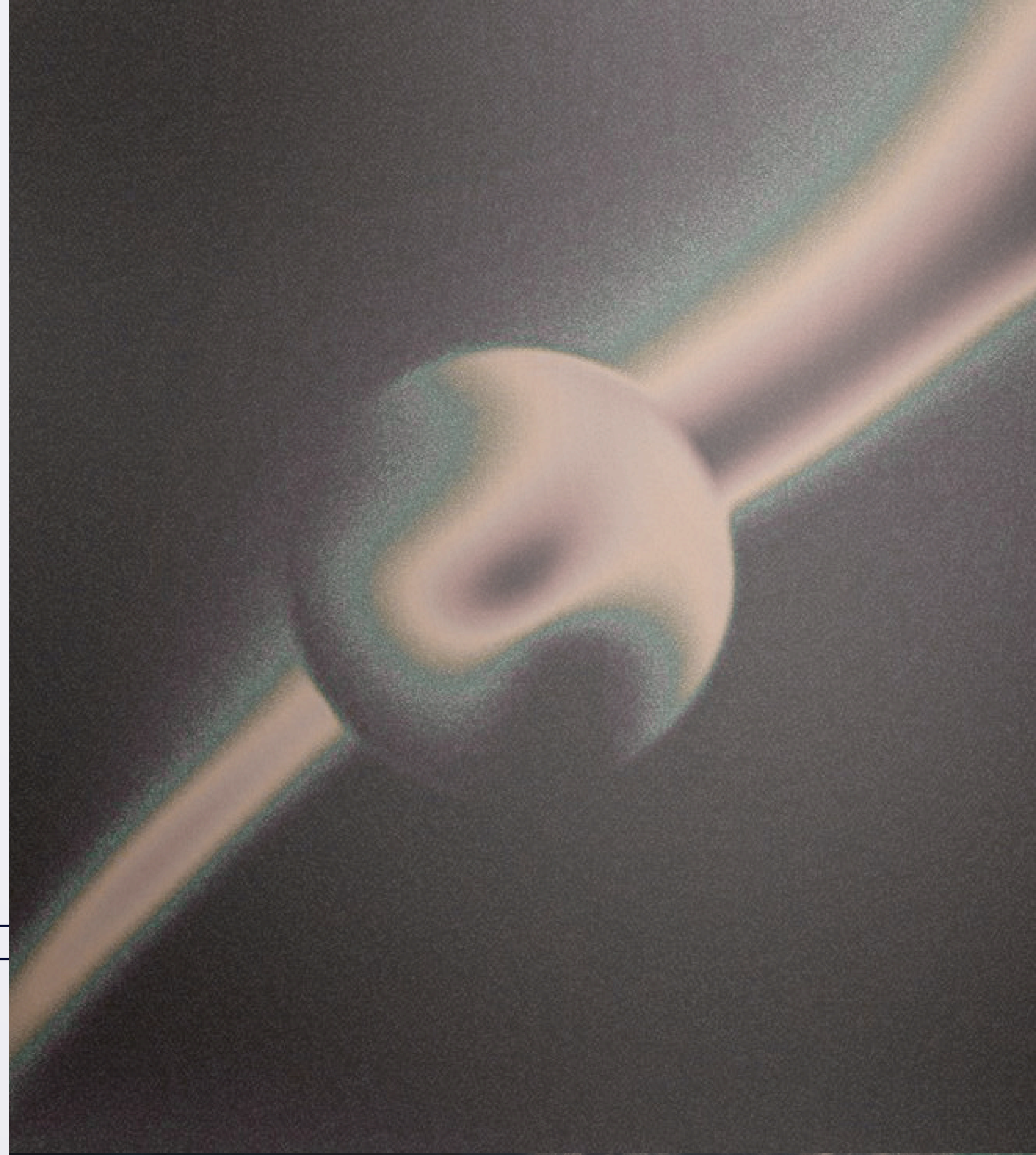
- Successfully navigated multiple executive team departures
- Evolved from research group to commercial organization
- Significantly reduced employee turnover
- Improved company culture and communication
- Found balance navigating a high-ambiguity environment

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



Xing

Email team@essence.is to

SCHEDULE YOUR CONSULTATION

SELF-
ACTUALIZATION

+

TEAM
CULTURE

=

BUSINESS
EXCELLENCE