

**Executive Nonprofit Sustainable Leadership Conference (ENSLC) |  
Mexico City | August 2024**

**Evaluation**

**Note: The Executive Nonprofit Sustainable Leadership Conference (ENSLC) was called, in Spanish, Congreso de Liderazgo Transformacional para el Cambio Social (LTCS).**

**100 percent of the nonprofit participants stated that they would recommend the LTCS to other nonprofit leaders in Mexico.**

**The non profit participants in the LTCS gave the overall program a rating of 9.6 on a scale of 1-10.**

I realized that leaders often feel isolated at the top, and not everyone desires to build networks or friendships with others. I've shifted my mindset from feeling like a victim burdened by the world's pain to embracing my identity as a passionate, committed individual with resources to share through a structured institution with clear methodologies and objectives. A key takeaway for me was understanding that achieving work-life balance is both possible and essential; there is still time to nurture different aspects of my life. The three days of the conference provided valuable content that nourished my growth and will help me continue my work effectively.

**Olivia Sánchez / Fundación León XIII, IAP.**

This program has significantly broadened our perspective on the importance of leadership in achieving our goals. The organization, relevant topics and expertise of the instructors exceeded my expectations, providing high-quality insights that address the specific needs of NGOs. I genuinely appreciate the fresh ideas and guidance offered, which have reinvigorated our approach to leadership and strategy. Equipping ourselves with facts, indicators and updated information about our initiatives and the needs of the programs we support has empowered us tremendously. The strategies we learned for effectively pitching prospective donors are particularly impactful.

**Griselda Torres / Fundación Solmar**

Attending the CLTCS conference was truly inspiring. Hearing the stories shared by fellow leaders reminded me that I'm not alone facing challenges and fatigue. It reinforced the importance of taking time to rest and recharge so I can continue pursuing my passion with renewed energy. The insights gained from participants were invaluable, offering strategies that can be applied to my own organization. It was reassuring to recognize that many of us

share similar needs, whether they relate to funding, teamwork or board engagement. The CLTCS served as a much-needed pause in my life and career, helping me to return with clearer goals and a more passionate outlook. I particularly valued the opportunity to disconnect from my phone and learn effective fundraising strategies while connecting with inspiring causes and leaders."

**Martha Llamas / Hogares Faustino Llamas**

I've learned that leadership is not merely a position but a process that requires actively engaging with donors and understanding their needs before discussing our organization. It's essential to maintain authority while guiding volunteers and subordinates, ensuring they feel supported yet accountable. This course has deepened my commitment to professionalizing my NGO, which I intend to sustain long after I'm gone. I've gained valuable insights into structuring our organization effectively, securing funding, and employing psychological techniques to foster emotional balance with donors. One of my favorite aspects was connecting with fellow leaders; we now have a supportive network to learn from each other. The professors were exceptional, dedicated to equipping all NGOs with the tools needed to achieve our goals.

**Grace Lim / So Other May Eat**

Meeting other social leaders and learning about their achievements profoundly moved me. Gaining insights into leadership, strategies and challenges was crucial for my development. Fundraising has been a weakness in my organization, and I now understand donor perspectives and what I need to change in my pitch to be more effective.

The conference emphasized the importance of maintaining a balanced life, organizing my work and structuring my foundation better. I also learned to enhance my fundraising techniques, manage groups effectively and handle conflicts. This experience has been invaluable, as I finally had the chance to connect with peers and experts in our fields, helping me refocus and restructure both my organization and my life moving forward.

**Roxana Pacheco / Fundación para la Inclusión y Desarrollo para Personas con Discapacidad**

This program provided me with essential tools to evaluate my leadership within the organization and challenged me to reflect on various aspects I plan to implement. I learned to distinguish between avoidance mechanisms and adaptive challenges, while also prioritizing self-care and balancing my personal and professional life.

The expertise of the speakers on NGO needs was evident, and each session was well-focused on the tools we, as civil society leaders, require. The adaptive leadership sessions

were particularly enriching, and the opportunities to connect with other organizations were invaluable. Overall, this experience exceeded my expectations; with these tools, I believe we can make a significant impact on society.

**Ma. De Lourdes Delgado / VIFAC Nacional**

I am thoroughly impressed with the overall organization of the event. The preparation and sequence of the topics were coherent and well-structured, making it one of the best experiences for institutional strengthening in recent years. The content and structure of the conference perfectly addressed the needs of my organization as it transitions from a small to a medium-sized entity, tackling all the relevant challenges we face.

**Julia Quiñonez Amparan / Comité Fronterizo de Obreros AC.**

The overall coordination of the conference was excellent, with a clear objective to support our social cause. Understanding the distinctions between leadership and authority, as well as recognizing natural leadership, were key takeaways for me. The philosophy presented emphasized a humanitarian and professional approach to achieving our goals, which resonated deeply. I attended with hope and a desire to learn, and the conference addressed all my educational needs. I particularly appreciated the expertise of the speakers and the effective management of topics. The organizers ensured that participants felt valued and comfortable while learning. Thank you for opening the door to knowledge and for helping to strengthen my weaknesses—this is vital for the survival of my NGO.

**Zoila Martínez / Fundación Xicotencatl Semillas de Sabiduría A.C.**

The conference reinforced the idea that a leader is a champion of the common good and highlighted the importance of identifying areas of opportunity within our organizations. It helped me understand the right attitude a leader must adopt to achieve significant results and provided valuable information and ideas for building support networks. Additionally, insights into fundraising processes and leadership dynamics addressed many of my questions. Overall, this conference was a refreshing opportunity to reorient and energize the work of NGOs in Mexico, allowing us to discern the best paths forward and maximize our organizations' potential.

**Carlos Catzin / Comedor de la Caridad**

I gained valuable insights on adaptive leadership, effective leadership practices and the execution of strategies for organizational change. The conference offered me new perspectives to enhance my ability to inspire others through my story and improve communication both within and outside my organization. It reshaped my outlook on my

future as a leader, especially in navigating the challenges of social entrepreneurship. The congress provided essential guidance to refine my leadership skills and served as a much-needed recharge to continue our important work.

**Fernanda de la Cerda / Corazón de Raíz**

I learned about leadership transformation from several key perspectives: types of leadership, essential qualities and challenges and adaptive leadership. The conference equipped me with valuable knowledge and tools that will benefit my team, allowing me to relearn new techniques to become a better leader and change agent. It presented me with new challenges to foster my growth and commitment to driving change. I particularly appreciated the teaching abilities of all the speakers, the relevance of the topics discussed, and the comprehensive understanding of the third sector and its needs.

**Pedro Tapia / HOPE Worldwide México IAP**

I learned the importance of being humble and adaptable, as well as how to identify and empathize with donors. The conference provided me with a broader perspective and a rewarding experience through interactions with other participants. It made me realize that we need to strengthen our strategic plan and that there is still much to be done within my organization. Meeting other leaders and learning about their causes, along with insights from top-level speakers, were among my favorite aspects of this experience.

**Rocío Castillo / Fundación Amparo Serrano A.C.**

The key lessons I gained from the conference emphasized the importance of working with humility, setting a positive example for fellow leaders, and recognizing the value of my team. The conference influenced me by helping me acknowledge my role as a leader and the significance of clear focus to inspire others to follow. It provided valuable insights on how to be an effective leader and exceeded my expectations. I particularly appreciated how it deepened my passion for our cause through the inspiring contributions of both the speakers and my peers.

**Rubén Vargas / Effeta ABP**

The conference prompted me to reflect on the importance of consciously encouraging all collaborators to exercise leadership, ensuring they feel comfortable and empowered to take initiative. The LTCS influenced my understanding of leadership, shifting my perspective from seeing it as something innate to recognizing that it must be actively practiced. Authority is not given; it is earned. This experience inspired me to think about the future and emphasized the need to share the knowledge gained with my entire team in a fluid and

non-imposing manner. I left with an open mind, ready to embrace new ideas and practices, particularly valuing the dynamics for sharing experiences.

**Guillermo Aguirre / Albergue Infantil Los Pinos, A.C.**

The conference highlighted the importance of taking time for reflection to assess our current position and clarify our goals, focusing on the processes needed to achieve results. I learned about the significance of practicing adaptive leadership by being aware of the various elements at play, asking the right questions and fostering a culture of experimentation and risk-taking. I became more aware of the tools I can apply on my leadership journey, recognizing the vital need for balance and the importance of forming alliances. Most importantly, I realized that we are not alone in this journey of social transformation. I am certain that this path of leadership in civil society organizations is where I want to be, and events like this reaffirm that I am part of the right community. I particularly enjoyed the dynamic facilitators who engaged participants, the networking opportunities and the diverse topics presented.

**Mariana Beltrán / Hábitat para la Humanidad**

The most important lessons I learned included distinguishing between allies and confidants, as well as understanding pitch structure. The CLTCS confirmed my passion for pursuing this profession throughout my life. Three key areas that the conference highlighted for me were leadership, effective board management and fundraising—essential aspects that need strengthening within the sector.

**Mario Valdez Guzmán / Worldvision México**

I learned that leadership is cultivated and granted, requiring humility and passion; a friendly leadership approach is often more effective than simply being a leader and a friend. The conference helped me assess my current situation as a leader, allowing me to distinguish between authority and leadership while identifying the emotions and skills I need to develop for my interactions with collaborators, board members, and donors. I feel more confident in building my role as a leader. My favorite aspects included the focus on the public value that NGOs provide, the fundraising section with actionable insights and the survey analysis. The selection of topics and speakers was excellent for my development, and I found the structure and activities to be both pedagogical and engaging.

**Margarita Sánchez / Fundación Appleseed**

I learned the importance of developing a board project and adopting a leadership mindset that is relevant to the current social and political context. The conference influenced my

thinking about resources, the types of relationships to cultivate and the new readings needed to enhance my understanding of impact and planning. I particularly appreciated the morning leadership reflections, which provided valuable insights for my growth.

**Diohema Anlleu / Juconi**

The CLTCS influenced my philosophy by emphasizing the importance of knowledge transfer and enhancing individual leadership skills. I particularly valued the opportunity to learn innovative strategies to strengthen leadership and to make connections while identifying commonalities with others.

**Octavio Rivero / Fundación Cozumel**

I found it very useful and relevant to learn techniques for practicing conscious leadership, as it helps me engage my collaborators and peers with greater purpose. Recognizing the value I contribute is crucial, and it's important to give myself the space to appreciate that. The instructors were truly inspiring professionals, and the conference motivated me to continue my training to improve my work. I also acknowledge the effort put into organizing the event and appreciated the inclusion of diverse sectors, which greatly enriched the experience.

**Lázaro Gallegos / Pronatura México**

The session on empathy and passion prompted significant reflection for me. As leaders, we often become so focused on achieving objectives that we neglect to invest time in getting to know our team beyond their daily tasks. The conference was very engaging, with speakers who were approachable and flexible.

**Irma González / CIAM Cancún, A.C.**

I learned that a leader must continually develop skills to effectively guide the team and maintain a level of tension that fosters organizational growth while clearly understanding their mission within the group. I discovered that being a leader is not an easy task; it requires ongoing growth in humility, empathy, and finding time for solitude to clarify situations where important decisions must be made. This experience allowed me to address my needs as a leader exceptionally well—it's the first time I've participated in an event of this caliber, and I loved the opportunity for personal introspection. My favorite aspects included connecting with incredible leaders, creating support networks and the overall organization of the event.

**Nuemia Soberanes / Antonio de Mendoza A.C.**

All the topics were enriching, but those that contributed most to my development included achieving a balance between personal and professional life and effective fundraising strategies. The conference complemented the changes I had already been working on, helping me focus on empowering my team to solve issues while I provide support and connect more deeply with them. The content was perfectly aligned with my needs, and I particularly appreciated the sessions on legal and administrative topics, which added significant value to my organization. My favorite aspects included preparing for future governmental changes and ensuring financial sustainability.

**Esther Ortigoza / Asociación Mexicana de Bancos de Alimentos REDBAMX**

I learned that authority and leadership go hand in hand; it's important to feel passionate and to be a friendly leader, rather than just a friend who leads. The conference influenced me to prioritize mental health and well-being. My favorite aspects included hearing testimonies, connecting with new organizations and the opportunity to form alliances. The conference felt like an intimate experience, sharing excellent information and providing a truly rewarding experience. Thank you for creating these spaces and offering scholarships.

**Daniel Zapata / Nuestros Pequeños Hermanos**

I learned about the significance of leadership and management within civil society, particularly the responsibility we have as leaders to align our teams and goals with our mission. The conference influenced my approach to personnel management and emphasized the importance of intersectoral collaboration. I valued the opportunity to share experiences and enrich my network. The session on adaptive leadership provided me with crucial insights, particularly regarding the distinction between friendships and professional relationships with collaborators. My favorite aspects included the presentations of results from speakers and discussions on measuring impact.

**Sheyra Guajardo / Centro Eugenio Garza Sada**

I learned the importance of teamwork as allies rather than friends, and I distinguished between leadership and authority. We need to be leaders both within and outside our institutions to guide the new generations and foster projects aimed at improving the world. The conference provided me with valuable insights to strengthen my leadership and share it with my board. All the topics were clear and relevant, leaving me with tasks to further explore. I highly recommend the conference, as it covers topics that are not commonly addressed in the third sector in Mexico. The event met my expectations by offering global

perspectives—not only on fundraising but also on enhancing our work with beneficiaries and teams.

**Ramón Rubio / Centro de Educación Infantil para el Pueblo**

I learned that there are tools available to strengthen various areas within our organization and enhance our impact on society. The importance of the leadership we choose to embrace is crucial for empowering our teams and amplifying our work. The conference provided me with a clear understanding of what it means to be a leader and helped me identify areas for personal growth. It equipped me with tools to foster leadership in others. I would definitely recommend this event, as it empowers participants with resources to drive internal improvements.

**María Fernanda Sánchez / EcoSite México**

The conference focused on adaptive leadership, strategy workshops and strategic planning, which deepened my recognition of our role in civil society and provided me with a broader strategic vision. It taught me to view tension as an opportunity and inspired me to consider donating my time and resources to my cause, as well as to strengthen collaborative leadership within my organization. The event enhanced my strategic skills and reinforced my belief in the importance of self-care—'If I am well, I can help better.' My favorite aspects were the facilitators and the food.

**Mónica Severiano / VIDA A.C.**