Rebus Luminary
Fellowship for Education Leaders

Slowing Down to Lead

DESIGN LESSONS FROM THE REBUS LUMINARY FELLOWSHIP

Amber Hoye and Apurva Ashok

OEGlobal Conference 2026



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First: A Pause



Zoom waiting room message, displayed at every Rebus meeting.
Idea and text credit: Leadership Learning Community.

Session Agenda

- Welcome & Grounding
- Context
  - Why Support Leaders?
  - About the Luminary Fellowship
  - Using Liberatory Leadership
- Design Framework
  - Intentional Choices
- Challenges
- Feedback and Reflections
- Try it Yourself: Rebus' Design Menu
- Close

About Us

At Rebus, we believe in **the power of learning and education to create better spaces for us all.**

Rebus envisions a liberatory future where lifelong learning is valued as a public good and communities leverage education as a catalyst for positive change.

The Rebus Foundation Team



Apurva Ashok



Amber Hoye



Victoria Brame



Kaitlin Schilling

Funding by the:

WILLIAM + FLORA Hewlett Foundation

Rebus' Values

Curiosity

Authenticity

Celebrating Joy

Reciprocity

Agency

About LLC

We believe leadership is a site of transformation.

LLC focuses on inviting leaders, like those from historically excluded communities, to live out the compelling vision of liberation - one that seeks power, joy, and thriving for all people.

Leadership Learning Community Co-Partners



Nikki Dinh



Alexandra Urdaneta

Leadership Learning Community



Liberatory Leadership Framework: A Lens to Approach Our Work



- Try on Action:
  - Practice being a witness to others and your own transformation.
  - Practice possibility. Ask what could go well? What might be the most audacious possibility?
- Adopt A Learning Stance

Luminary Fellowship Program Details

Purpose

Empower post-secondary leaders in Canada and the U.S. to cultivate sustainable, authentic, and liberatory leadership.

Leaders feel supported, leadership feels sustainable,
& the candle does not burn from both ends.

Outcomes

Fellows will:

- **develop** a strong sense of connectivity, community, and leadership.
- **practice** challenging conventional norms while dreaming up bright possibilities for their communities.
- **gain** practical strategies and frameworks to operationalize liberatory leadership practices in their daily work.
- **strengthen** the post-secondary field leadership infrastructure through connectivity and the collective practice of participants.



Fellowship Structure

3 Virtual Community of Practice Sessions

Jan 20 — **Liberatory Leadership in Practice: Concrete Strategies & Reconnecting with Ourselves and Each Other**

Feb 10 — **Shine On: Defining our community, naming and addressing the monsters that are lurking**

Mar 3 — **Reconnecting with our humanity: Leading with care and trust**

Virtual 1:1 Meeting with Rebus

Feb/Mar — Scheduled between February 10 and March 3.

In-Person Gathering

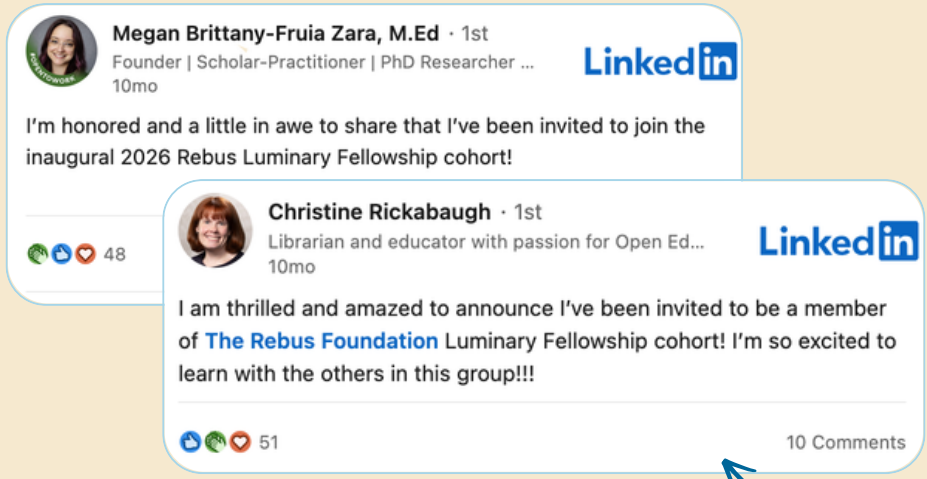
Mar 24-26 — **A 2.5-day, in-person gathering,** taking place in Vancouver, British Columbia, on March 24th, 25th, and 26th, 2026.



Pre-fellowship

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- Intentional Partnership and Planning
- Application and Cohort Selection



Click each post to read

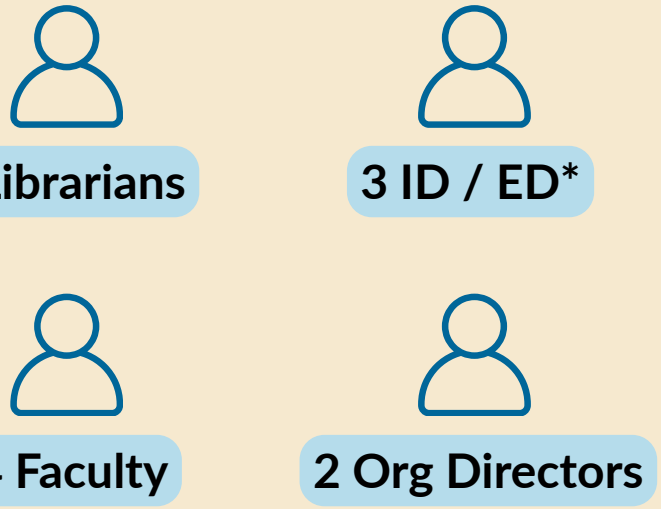


Cohort Makeup

Years of Leadership



Participant Roles





*Click the **map** to explore participant locations!*

*ID = Instructional Designers
ED = Educational Developers

Pre-fellowship

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- Welcome and Grounding
- Communication and Expectation Setting



"How do you approach IKEA assembly?"



Snippets from Welcome Package

Welcome to the
Rebus Luminary
Fellowship for Education Leaders!

Inside this care package, you'll find a few invitations:



Some tea to help you pause, slow your pace, and make space for rest whenever you need it.



A candle-making kit to remind you that tending to light takes time, patience, and care.



A sticker as a small affirmation of the values that connect us and the work we do together.



A reflection on tending your inner light waiting for you on the other side of this note.

@RebusFoundation

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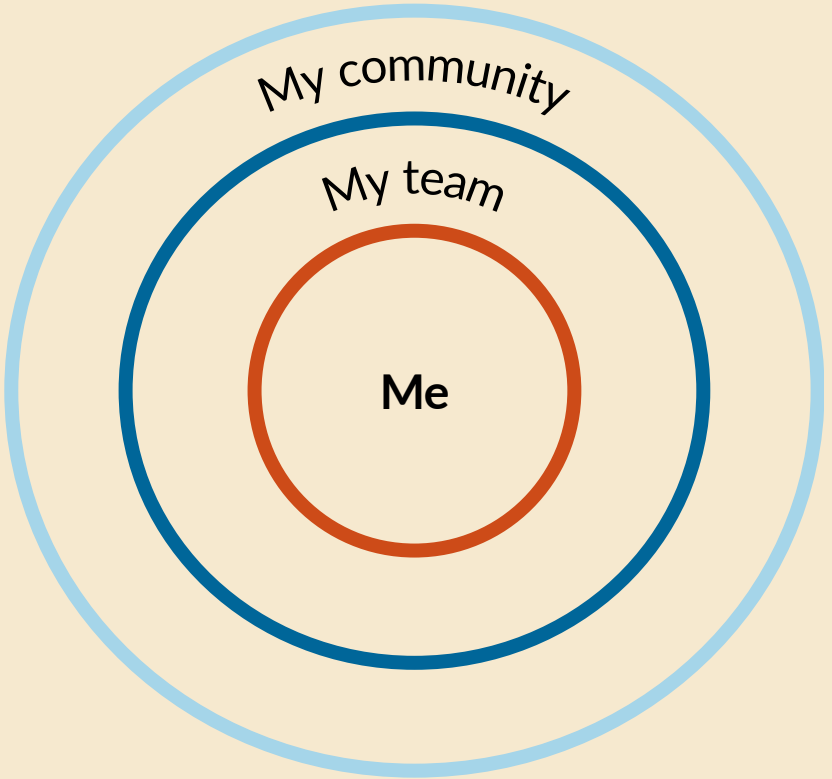
*"We have a lamp inside us, the **lamp of mindfulness**, which we can light anytime. The oil of that lamp is **our breathing, our steps, and our peaceful smile.** We have to light up that lamp of mindfulness so the light will shine out and **the darkness will dissipate and cease.** Our practice is to light up the lamp."*

– Thich Nhat Hanh

Virtual Sessions

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- **Topics Selected**





Topics Explored: Confronting Monsters



Topics Explored: On Rebuilding Trust









"The opposite of anxiety isn't calm, it's trust."

— Barry M. Prizant, Uniquely Human: A Different Way of Seeing Autism

- Vertical trust
- Horizontal trust
- Inner trust
- Synthetic trust



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Virtual Sessions

- Topics Selected
- 1:1 Purpose
- Pedagogical Elements
- Encouraging Agency, Honesty, Community





In-Person Gathering

- Venue & Logistics
- Purpose
- Pedagogical Elements
- Engaging the Senses









Photo Collage: In-Person Gathering











Challenges

- *Greater demand than we had funding for…*

  Who gets to participate? Who doesn't (this time)?
- *Finding a location that worked for both US and Canadian educators*
- *Finding the balance between slowing down and not enough content*
- *Getting comfortable with the uncomfortable*



Reflections on Applying…

"I would just like to say thank you for making this opportunity possible. ***As I reflected on and answered your questions, it was surprisingly uplifting to me.*** *That doesn't usually happen on applications! And so, whether I am chosen to be a participant in this fellowship or not, I do want you to know that* ***your good work is already started*** *by just* ***giving people the opportunity to think about our collective power and possibility in times where we can easily start to feel isolated and powerless.***"

…& Pre-Work

"It has truly been an honor to be part of this Fellowship experience. I am grateful for the opportunity to reflect on my journey and share some of the lessons I've learned along the way. ***The care and thoughtfulness that you and the team have brought to this process have been evident from the beginning.***"



Reflections on Overall Experience

“This was an experience that I am carrying with me, one that I feel protective of and also joyful to share. ***I felt cared for by all those organizing and I felt honored and included by all in attendance.*** *The flexibility, the time to wake up, have breakfast, and leisurely connect with cohort members over cover or in exploration was a beautiful start to the days. The organization of the knowledge and activities was so well thought out and added so much to the experience.* ***I am appreciative of all of the "things" both small and big that went into making this an immersive experience that still allowed us to be human.***”



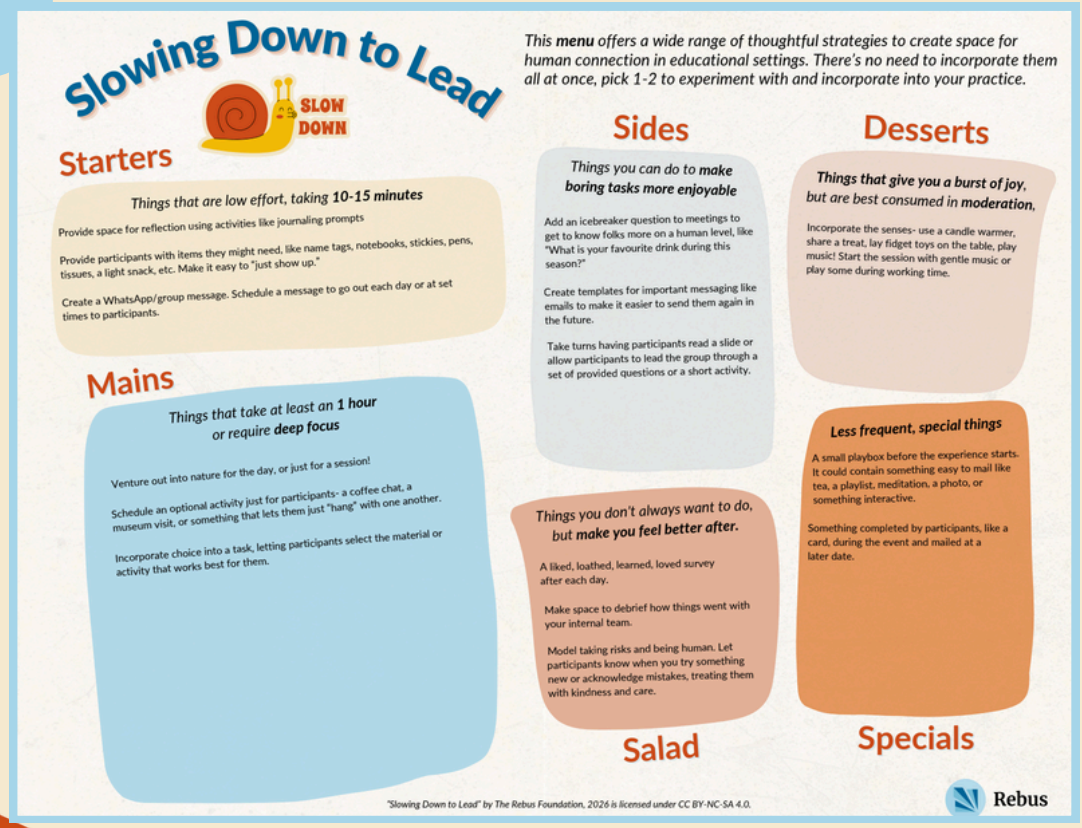
Our ideas/strategies are summarized so you can easily apply them at your next event or meeting.

Start With Rebus' Design Menu

Check Out Our "Slowing Down" Design Menu



Add your own ideas to the sheet!



Resources

- *“Slowing Down to Lead” Design Menu*
- *“Leaders Can Change the World if We Support Them” - Listen or Read Apurva’s Post on LLC Blog*
- *Luminary Posts on Rebus Blog*
- *Luminary Application*
- *Luminary Application Rubric*

Later today!

Practicing Rebellion: Strategies to Sustain Open Education Leadership



Wednesday October 7, 2026,

Hybrid Session at 4:20pm - 5:25pm EDT

03 - Salon I - 7th Floor and Online



Hear from the Luminaries themselves as they share their perspective of participating in the Fellowship!





A Space for Discussion and Questions



THANK YOU

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