

RUSSWIN FRANCISCO, Ph.D.

Workshops on Leadership, Power, and Organizational Dynamics

FROM INSIGHT TO APPLICATION

Dr. Russwin Francisco designs and leads interactive workshops that help leaders and teams recognize - and work with - the hidden dynamics shaping behavior, culture, and decision-making.

This is not theory alone. Participants learn to see these forces in real time, examine how they influence everyday organizational life, and respond with greater clarity, intention, and integrity.

WHY THESE WORKSHOPS MATTER

Most leadership training focuses on skills, tools, and frameworks. Those matter - but they often leave the forces beneath behavior unexamined.

These workshops make power, identity, culture, assumptions, and organizational congruence part of the conversation, helping participants understand not only what they do, but what may be shaping why they do it.

WHAT PARTICIPANTS GAIN

- Greater ability to recognize hidden dynamics as they unfold
 - Practical ways to navigate power structures and difficult conversations
 - Tools for strengthening trust and psychological safety
 - Greater awareness of gaps between stated values and actual behavior
 - New ways to reframe complex challenges and expand possible responses
 - Stronger alignment between intention, behavior, and organizational culture
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SIGNATURE WORKSHOP THEMES

Making the Invisible Visible

Recognizing the hidden forces shaping leadership, relationships, and organizational behavior.

Power, Identity, and Organizational Life

Examining how power, identity, and informal systems influence decisions, culture, and belonging.

Leadership Integrity in Practice

Exploring the gap between stated values and lived behavior - especially under pressure.

Psychological Safety Beyond the Buzzword

Building trust in environments shaped by risk, hierarchy, uncertainty, and difficult conversations.

Strategic Reframing & Transformation

Learning to see familiar challenges from new perspectives in order to expand choices and possibilities.

Culture, Congruence, and Change

Understanding how unspoken norms shape behavior - and what it takes to align culture with organizational intent.

WORKSHOP APPROACH

These are not lecture-based training sessions. Workshops are:

- Interactive and discussion-driven
- Grounded in real organizational conditions
- Designed to support reflection without losing practical application
- Adaptable to the audience, context, and organizational goals

Participants are invited to examine real dynamics, test new ways of seeing them, and translate insight into action.

FORMATS

- Half-day workshops
 - Full-day immersive sessions
 - Multi-session engagements
 - Executive and leadership-team intensives
 - Virtual and in-person programs
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IDEAL AUDIENCES

- Leadership teams
 - Managers and organizational staff
 - Corporate and nonprofit organizations
 - Universities and academic institutions
 - Healthcare and public-sector professionals
 - Organizations navigating change, conflict, or cultural tension
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ABOUT DR. RUSSWIN FRANCISCO

Dr. Russwin Francisco is a speaker, educator, entrepreneur, and thought leader whose work focuses on the hidden forces shaping human behavior, leadership, and culture.

He brings an interdisciplinary perspective grounded in academic research, business leadership, higher education, and creative work - connecting ideas across disciplines to help participants see familiar challenges in new ways.

His workshops help organizations move from awareness to action by translating insight into practical behavioral change.

BOOKING INFORMATION

To inquire about workshops, customization, or availability:

Email: russwin@bitethefruit.com

Website: drrusswin.com

CALL TO ACTION

Bring this work into your organization.

Request workshop details and begin the conversation today.