

RUSSWIN FRANCISCO, Ph.D.

Speaking & Keynotes on Leadership, Power, and Organizational Dynamics

MAKE THE INVISIBLE FORCES SHAPING LEADERSHIP VISIBLE

Dr. Russwin Francisco helps audiences recognize the hidden dynamics that shape leadership, decision-making, culture, and organizational life.

His talks move beyond leadership techniques to examine what actually drives behavior - power, identity, culture, assumptions, and the gap between stated values and lived experience.

WHY THIS WORK MATTERS

Leadership challenges rarely arise from skills alone. They emerge from human relationships, organizational systems, competing identities, and pressures that often operate beneath awareness.

By making these forces visible, audiences gain a clearer way to understand what is happening around them - and greater agency in deciding how to respond.

WHAT AUDIENCES GAIN

- A clearer understanding of what is actually driving behavior and outcomes
 - Language for dynamics they may have felt but could not easily name
 - Greater awareness of how power, culture, and identity shape leadership
 - Practical ways to navigate complexity without oversimplifying it
 - A stronger connection between leadership values and everyday behavior
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SIGNATURE THEMES

Invisible Forces Driving Leadership

Making visible the hidden dynamics - power, identity, culture, and assumptions - that shape leadership effectiveness.

Leadership Integrity & Organizational Congruence

Aligning values, behavior, and culture so that leadership actions reflect organizational principles.

Power, Culture, and Human Behavior

Understanding how visible and invisible systems shape relationships, decisions, and organizational life.

Psychological Safety & Trust

Building environments where people feel safe to contribute, collaborate, and navigate difficult conversations.

Strategic Reframing & Transformation

Helping individuals and organizations see challenges differently in order to create new possibilities for growth and change.

Identity, Meaning, and Development

Exploring how identity, purpose, and personal growth influence leadership and human flourishing.

Ethics, Desire, and Social Norms

Examining how values, motivations, and cultural expectations influence behavior and decision-making.

SPEAKING FORMATS

- Keynotes
- Conference presentations
- Leadership retreats and executive gatherings
- Professional association programs
- Virtual and in-person presentations

Programs can be customized to the audience, organizational context, and event goals.

IDEAL AUDIENCES

- Corporate leadership teams
 - Conferences and professional associations
 - Universities and academic institutions
 - Healthcare and public-sector leaders
 - Organizations navigating change, complexity, 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 audiences see familiar challenges in new ways.

His speaking work invites audiences not simply to learn another leadership framework, but to examine the forces already shaping how they think, relate, decide, and lead.

BOOKING INFORMATION

To inquire about speaking engagements, keynote presentations, or customized programs:

Email: russwin@bitethefruit.com

Website: drrusswin.com

CALL TO ACTION

Bring this work to your audience.

Request availability and begin the conversation today.