

RUSSWIN FRANCISCO, Ph.D.

Advisory & Consulting on Leadership, Power, and Human Behavior

CLARITY WHERE IT MATTERS MOST

Dr. Russwin Francisco works with leaders and organizations to uncover and navigate the hidden dynamics shaping decision-making, culture, and performance.

This is not surface-level consulting. It is deep, strategic engagement focused on the forces that quietly determine outcomes: power, identity, culture, and alignment.

WHY THIS WORK IS DIFFERENT

Most consulting focuses on structure, strategy, or execution.

This work focuses on what drives them:

- Invisible power dynamics
- Identity and role confusion
- Misalignment between values and behavior
- Cultural patterns operating beneath awareness

When these forces become visible, leaders gain the ability to act with precision and authority.

WHAT THIS WORK ADDRESSES

- Leadership misalignment and internal friction
 - Organizational culture challenges
 - Decision-making bottlenecks
 - Trust breakdowns within teams
 - Complex interpersonal and structural dynamics
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ENGAGEMENT AREAS

Leadership Advisory

Strategic guidance for executives navigating complexity, pressure, and high-stakes decisions

Organizational Diagnosis

Identifying hidden dynamics shaping culture, behavior, and performance

Power & Decision Mapping

Clarifying how influence, authority, and informal systems actually operate

Identity & Role Clarity

Helping leaders and teams align expectations, behavior, and responsibility

HOW ENGAGEMENTS WORK

- Initial conversation to understand context and goals
- Tailored advisory approach based on organizational needs
- Short-term or ongoing engagements
- Confidential, high-trust environment

Each engagement is customized—focused on real conditions, not abstract models.

IDEAL CLIENTS

- Executives and senior leaders
 - Founders and organizational decision-makers
 - Leadership teams navigating change or conflict
 - Organizations facing complexity, growth, or transformation
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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 a rare interdisciplinary perspective grounded in:

- Academic research (Ph.D., Epistemological Sciences)
- Business leadership (Founder & President, Bite the Fruit)
- Higher education (15+ years faculty and administration)
- Creative work (award-winning film producer and performer)

His advisory work helps leaders see clearly—and act decisively—within complex systems.

BOOKING INFORMATION

To inquire about advisory or consulting engagements:

Email: russwin@bitethefruit.com

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CALL TO ACTION

Bring clarity to the dynamics shaping your organization.

Begin a confidential conversation today.