

RUSSWIN FRANCISCO, Ph.D.

Coaching 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.