

● 1 Fruit

Outcomes & Intent

Know what you're aiming for

We begin with the outcome – not as the end-point, but as a strategic compass. The true aim often emerges through the work. This stage defines what success looks like for you. Whether it's sharper strategic influence with boards, greater clarity in ambiguity, or a reset in leadership presence during transformation, this phase ensures your direction is intentional, not assumed.

Strategic Intent: Without a clearly defined destination, leadership becomes reactive. This stage ensures purpose anchors your leadership decisions from the start.

● 6 Return to Fruit

Tangible, Aligned Outcomes

Review what's grown - and why it lasts

We revisit your original goal – which may have evolved or need refining based on what emerged. This isn't about temporary success, it's about whether the growth is real, repeatable, and rooted in who you are.

Sustainable Integration: Results are built on alignment - not effort alone. This step ensures your outcomes reflect your leadership identity.

● 5 Branches

Application & Influence

Show up and influence with intention

Intent without influence stays internal. This phase ensures your insight becomes visible, relational, and strategic. We explore how you communicate, influence, and lead at scale, across systems, teams, and stakeholders. Then we refine how you present yourself in high-stakes moments: boardrooms, pivots, transitions and change.

Scaled Impact: Strengthen how you influence, lead through others, and extend your leadership reach with precision and presence.

● 4 Trunk

Habits & Behaviour

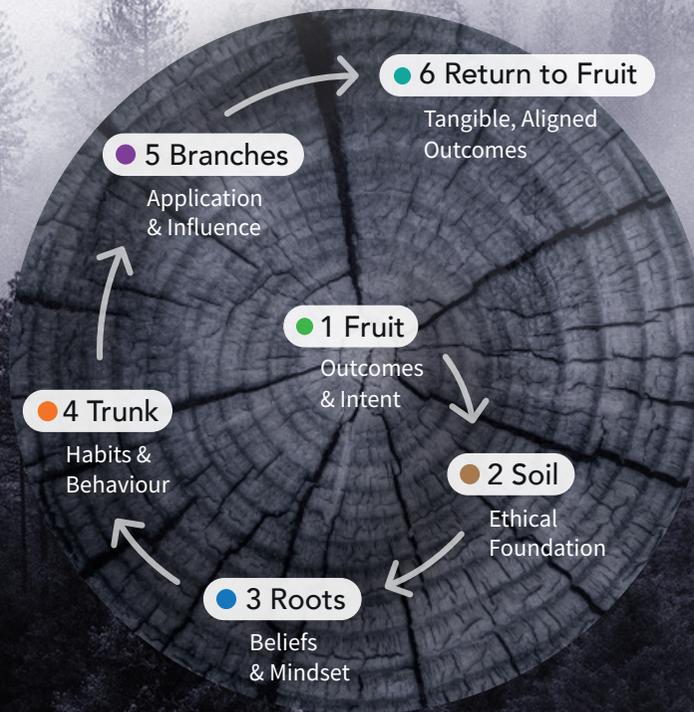
Align what you believe with what you do.

We translate your beliefs into visible, repeatable behaviours. The trunk represents how you show up - consistently and credibly. We identify patterns, reinforce strengths, and shift what no longer serves your goals. Tools like CliftonStrengths® or 360 feedback may be used if helpful.

Leadership Embodiment: Leaders are watched in moments but measured over time. Aligning beliefs with consistent action builds credibility, trust, and resilience. It's about turning internal alignment into observable presence.

Root-to-Result®

Root-to-Result® is a six-phase leadership model inspired by the structure of a fruit-bearing tree. It starts with the outcomes you want to achieve ("the fruit") and works inward - through values, beliefs, behaviours, and influence - to ensure growth is not only visible, but sustainable.



● 2 Soil

Ethical Foundation

Anchor in values, purpose and leadership

This is your moral and ethical ground. We examine your guiding principles - not just aspirational language, but what holds under pressure. Here, we define the kind of leader you want to be and the environment you're committed to shaping.

Moral Grounding: Provide stability by clarifying values, leadership purpose and intent. This is especially important when navigating pressure, politics, investor demands or ambiguity.

● 3 Roots

Beliefs & Mindset

Understand what's driving you

What beliefs do you hold about yourself, others, and leadership? Here, we surface the assumptions, stories, inner narratives or mental shortcuts that shape how you lead. Some are strengths, others are inherited or outdated. This phase gives you space to reflect on what's helping, what's limiting, and what's ready to evolve.

Unconscious drivers: Leaders don't lead from action alone, they lead from belief. Unexamined mindsets silently drive behaviour. This phase brings them into view.

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For CEOs, C-Suite and Board Level leaders who need clarity, alignment and impact in high-stakes leadership.