Orenda.
ADVISORY & STRATEGY

FLAGSHIP ENGAGEMENT

THE FULL CASCADE · OVERVIEW

Alignment that reaches every level. And holds.

A three-phase process that embeds coherent strategic logic throughout the entire organisation — and builds the structures that sustain it long after the engagement ends.

HOW WE WORK · THE THREE PHASES

Illuminate. Interpret. Activate.

01 PHASE ONE Illuminate

The work begins with the leadership team — excavating the Organising Theory and formulating the five Simple Rules that will guide the entire organisation. The most intensive phase, and the most consequential.

02 PHASE TWO Interpret

Every level of the organisation — divisional, departmental, team — works through structured conversations to make genuine sense of what the direction means from where

03 PHASE THREE Activate

Governance structures, accountability processes, and leadership behaviours that turn interpretation into sustained daily practice — co-designed with the leadership team and handed over once foundations are stable.

WHAT YOU WALK AWAY WITH

An organisation that holds its own direction.

- A leadership team that operates as a genuine system — not a collection of capable individuals pulling in different directions
- Organisation-wide alignment — every level understands the direction and can articulate their specific contribution to it
- Governance and accountability structures that sustain alignment without requiring ongoing external support
- A measurable baseline — established at the start, tracked over time
- An organisation that self-corrects — alignment built into how it thinks, not into who is enforcing it
- Performance that compounds — innovation, retention, collaboration, and growth that build on each other

6+

Months minimum · duration shaped by organisation size and complexity

"Organisations that commit to the full process emerge from it fundamentally different — not because Orenda changed them, but because they changed themselves."

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THIS ENGAGEMENT IS FOR YOU IF

- Your leadership team is aligned but the organisation below them is not
- Strategy sessions have produced direction but not sustained change
- You need alignment that outlasts any individual leader
- You are ready to commit to the depth of work that genuine transformation requires

GET IN CONTACT

If you already know what you need, walk straight to the offering that fits.

Ready to begin? Let's talk.

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