

# Transformational Leadership & Organizational Vitality

Fixing complex professional challenges, enhancing team synergy, and building resilient, technology-driven organizations, which deliver results.

*Consulting, Coaching & Training by Gustaw Fit*

# Meet Gustaw Fit

## Experience Across the Spectrum

- **Tech & Leadership:** Managed multi-million pound budgets and led global teams of 80+ across 7 time zones.
- **Resilience:** Navigated personal and professional crises, translating survival into actionable leadership strategies.
- **Human Connection:** Deeply experienced in crisis communication and mental health support.
- **Philosophy:** I believe in inspiration before instrumentation. So we could build what matters before we measure it.



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*The relentless pursuit of 'building a stronger team' often projects resilience on a slide deck, but ignores the reality of human connection.*

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*We need to foster Joyful Teams instead.*

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# Core Philosophies



## Tech is the Backbone

Technology isn't just an IT concern; it's the core of the company. True organizational change must begin at the technological foundation, ensuring alignment with business purpose.



## Organizational Vitality

I look beyond mere skill sets. A thriving company requires a holistic approach to energy, communication, and well-being. It's about vitality, not just metrics.



## Creative Management

Creative workers and software engineers demand a fundamentally different management approach. They are problem solvers, akin to artists, and need environments that foster flow, not just oversight.

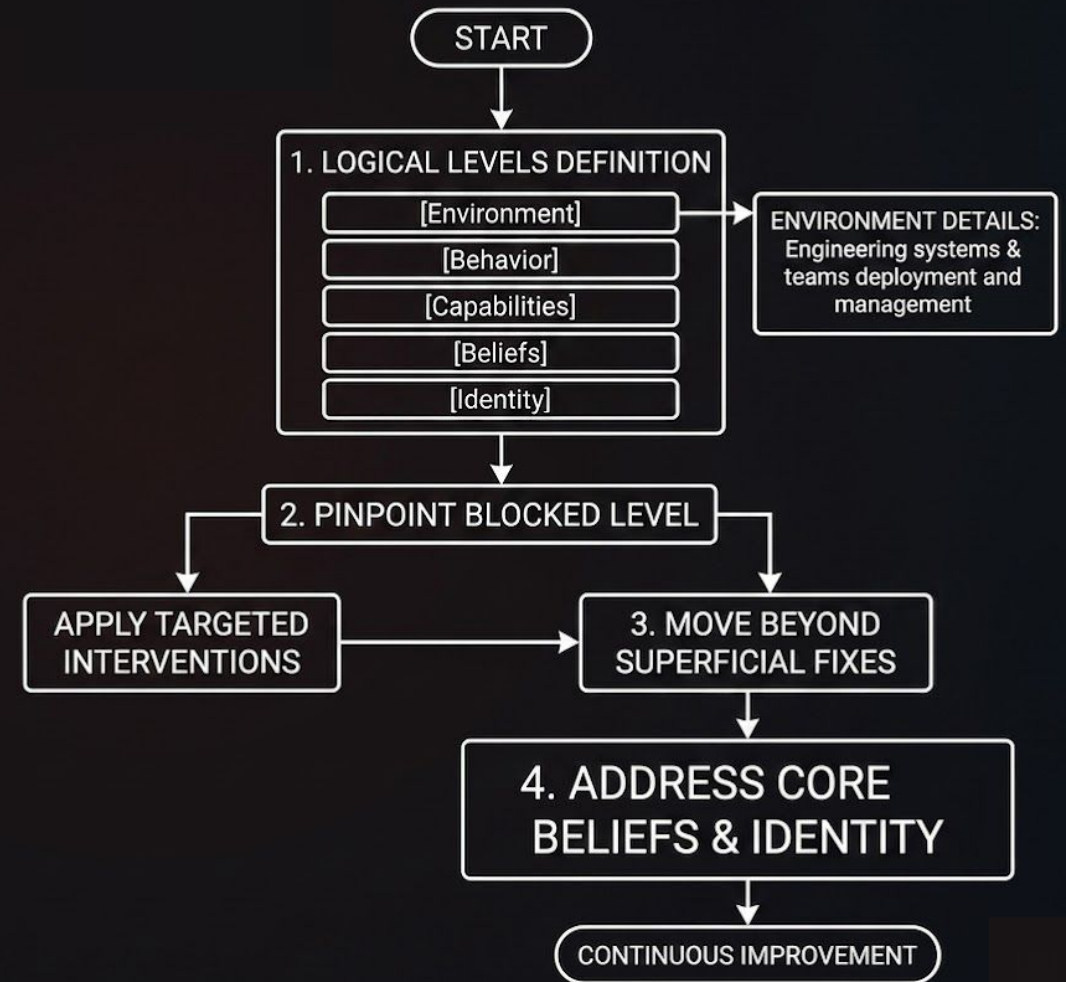
# The Approach

## The Framework

First come the Logical Levels Assessment (Environment, Behavior, Capabilities, Beliefs, Identity), an audit, so we may pinpoint exactly where a team or individual is blocked and apply targeted interventions.

The Environment is many times how your Engineering systems and teams are deployed and managed. This influences Behaviours and Capabilities.

Then it's about moving beyond superficial fixes to address Core Beliefs and Identity within the organizational system.



# Managing the Modern Engineer

## Beyond the Ticket Count

The traditional view of software engineers as "backend clerks" is severely outdated. They are creative problem solvers.

- Radical Candor: Implementing feedback cultures that challenge directly while caring personally.
- DX Core 4: Balancing Speed, Quality, Satisfaction, and Impact to avoid bad metrics driving bad behavior.
- From Pipeline to Promise: Rebuilding recruitment and onboarding to focus on alignment, not just aptitude.



# The 10/50/99% Feedback Model

99%

EXECUTION & IMPACT

## Strategic Alignment Throughout the Year

Effective feedback isn't a year-end surprise. It's a continuous process of alignment.

- 10% (Early Stage): Setting goals and identifying your "guiding souls" (support network).
- 50% (Mid-Point): Gathering strategic direction when plans can still be amended.
- 99% (Final Phase): Focusing on finalizing execution and measuring real impact based on documented evidence.

# Program Offerings



## Corporate Consulting

Systemic interventions focusing on tech infrastructure, engineering culture (DX), and leadership alignment for large teams.



## 1:1 Coaching

Navigating complex professional transitions, enhancing communication, and applying the Dilts pyramid for personal breakthroughs.



## Life & Vitality Consulting

A holistic approach to personal energy, mental health resilience, and finding purpose, drawing from diverse life experiences.

# Corporate Engagement Pricing

\*Pricing is indicative and tailored to the specific complexity and scale of the organization. *For individual "Life Consulting," I operate on a barter/value-exchange principle.*

Engagement Type	Scope & Focus	Estimated Investment
Individual Coaching (Monthly Retainer)	1:1 sessions, Radical Candor training, logical levels application, difficult situation/mediation management support.	£8,500 - £10,500/mo
3-Month Program (Team Alignment)	Implementing 10/50/99 feedback, establishing DX Core 4 baselines, culture reset workshops.	£50,000 - £60,000
6-Month Program (Deep Transformation)	Full organizational vitality audit, restructuring tech as core, systemic interventions, leadership coaching.	£120,000+

# Let's Build What Matters

## Ready to Transform?

If you are ready to move past vanity metrics and build an organization with true vitality, rooted in a strong technological core and empowered creative workers, let's talk.

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<https://guerrilla.blog/>

# Successes and Testimonials

- Transformative work at UBS: <https://guerrilla.blog/2025/08/29/one-not-bad-presentation/>
- Transformative work at Zoopla:  
<https://guerrilla.blog/2025/05/01/dx-core-4-a-deeper-thought-and-my-journey-at-zoopla/>
- Built and operated a very successful SCIO: <https://fcaassociation.org/>
- Grown and operated 300+ volunteer organization for GOCC (biggest Polish charity):  
[https://www.facebook.com/wospedi/?locale=en\\_GB](https://www.facebook.com/wospedi/?locale=en_GB)
- Customer testimonials: <https://guerrilla.blog/2025/10/18/client-testimonials-bhavin-mehta/>

And more... see: <https://guerrilla.blog/category/management/>