

Framework Overview

Premise · Living Tree Model · Five Dimensions.

Proprietary methodology. Ubuntu Roots Coaching™ is a proprietary methodology of **Maturity.Coach**.

This is a concise orientation to the framework's premise, its primary metaphor (the Living Tree Model), and its five dimensions — written for researchers, practitioners, and learners familiar with contemporary leadership and coaching discourse.

This overview is a condensed summary. The interactive Framework, Living Tree Model, and Five Dimensions pages are the authoritative sources; where this summary and those pages differ, the site pages govern.

Premise: a relational understanding of leadership

Where many models locate development primarily within the individual, Ubuntu Roots begins from a **relational premise**: the self is not a standalone entity to be optimised, but a living node in a web of relationships stretching backward through ancestors, outward through community, and forward through legacy.

- **The individual self** is understood as whole and resourceful, with development framed largely around personal goals and present capability.
- **The relational self** is understood as constituted through relationship, lineage, and context — so leadership is examined alongside its effect on the people and systems it touches.

Ubuntu Roots bridges contemporary executive coaching with relational and communal orientations while maintaining professional coaching boundaries — client autonomy, confidentiality, informed consent, and cultural humility.

The Living Tree Model

The primary metaphor visualises Ubuntu Roots as a living, organic system where every element depends on and nourishes every other:

Element	What it represents
Roots of ancestral memory	Below ground — connection to heritage, wisdom, and what has been passed down.
Soil of cultural context	Below ground — the environment, history, and cultural conditions shaping growth.
Trunk of relationship	Load-bearing centre — the coaching relationship itself, supporting all else.
Five branches of relational leadership	Above — the five dimensions (below).
Seasonal leaves of practice	Emergent behaviours and interventions that arise in context.
Canopy sheltering what comes next	Protection for future generations and legacy.

The framework is **adaptable, not prescriptive**. Local context, client identity, culture, consent, and professional ethics shape every application.

Five dimensions of relational leadership

Each dimension is named through a natural metaphor and anchored to a wisdom tradition named as inspiration, not ownership. The central question for each guides inquiry.

Dimension	Metaphor	Central question
Remembrance	The Deep Root (Indigo)	"What did your people know that you have been taught to forget?"
Belonging	The Mycorrhizal Web (Green)	"Who do you belong to — and who belongs to you?"
Becoming	The Growing Trunk (Violet)	"What must you release so the next version of you can take root?"
Reciprocity	The Bearing Branch (Terracotta)	"What does this land — this team, this organisation — need from you right now?"
Legacy	The Canopy & Seed (Gold)	"What will the children of your children's children say you stood for?"

Colour is used consistently across the framework but never as the sole means of conveying meaning — each dimension is also carried by its name, icon, and text.

Why this model, why now

Leadership increasingly occurs amid complexity, uncertainty, interdependence, polarisation, and cultural diversity. Organisations need approaches that consider individual development alongside relationship, systems, responsibility, and long-term impact. Ubuntu Roots Coaching™ offers a structured way to bring these questions into ethical coaching practice.

The philosophical grounding draws from Ubuntu: "*Umuntu ngumuntu ngabantu*" — "I am because we are. You are, therefore I am."

Evidence and inquiry

Ubuntu Roots Coaching™ is a practice framework seeking rigorous assessment, critique, refinement, and evidence development. It requires independent validation before efficacy claims can be made.

The framework is designed to be examined by:

- **Professional coaching organisations** — evaluating against professional competencies and ethics.
- **Universities & research centres** — considering independent study.
- **Leadership-development & organisational partners** — exploring executive coaching and community-centered change.
- **Coach educators & experienced practitioners** — deepening relational, community-centered practice.

What Ubuntu Roots is — and is not

Ubuntu Roots Coaching™ is	It is not
A relational, community-centered coaching framework	Therapy or trauma treatment; not psychotherapy
A structured approach to leadership reflection and development	A religious doctrine, ceremonial practice, or spiritual direction
A model for exploring identity, relationships, stewardship, and legacy	A substitute for mental-health care, clinical care, or legal advice
A methodology designed for professional inquiry and responsible adaptation	A substitute for cultural permission or lived expertise; not cultural appropriation
A framework seeking rigorous assessment, critique, and evidence development	A mandate to involve family, community, or colleagues

Community and confidentiality

The word "**community**" is used in two carefully distinguished ways:

- **Relational context for inquiry.** Community represents the relational and systemic field affected by leadership.
- **Consent-based perspective and accountability.** When explicitly invited and ethically appropriate, community may be a source of feedback or accountability.

Important boundary. "Community" never means that community members automatically attend sessions, that a coach may contact family, colleagues, or stakeholders without permission, or that a client must disclose private information.

Further reading

- Full Framework page (authoritative)
- The five dimensions in full
- Explore the Living Tree Model
- Research & Evaluation agenda

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