

Practitioner Orientation Guide

Using the framework with autonomy, consent, confidentiality, cultural humility, and supervision.

Purpose. This guide orients everyday practitioners, coaches, and coach trainers to using Ubuntu Roots Coaching™ responsibly. Ubuntu Roots Coaching™ is a proprietary methodology of **Maturity.Coach**.

It covers five core requirements — client autonomy, informed consent, confidentiality boundaries, cultural humility, and professional supervision — and assumes familiarity with contemporary coaching competencies and ethics.

1. Client autonomy

Core principle. The client leads their own inquiry, makes their own choices, engages their developmental work, and determines what information — if any — is shared beyond the coaching relationship.

Practice guidance

- **Preserve agency.** Frame all dimensional inquiries as invitations, not prescriptions. The central questions are openings for exploration, not mandates.
- **Honour boundaries.** When a client chooses not to explore a dimension (for example, Remembrance or Legacy), respect that choice without pressure.
- **Clarify ownership.** Make explicit that the framework is a tool for the client's use, not a doctrine they must adopt.
- **Check alignment.** Before introducing relational or cultural dimensions, confirm the client sees relevance to their situation.

Avoid: positioning the framework as universally applicable, implying clients should engage community or family members, or suggesting that "true" leadership requires using all five dimensions.

2. Informed consent

Core principle. Community participation is always voluntary, consent-based, context-sensitive, and governed by confidentiality boundaries. Clients must understand what they are consenting to before engaging.

Practice guidance

- **Explain the model early.** Before introducing the Living Tree Model or dimensions, share this overview or the Framework page and invite questions.
- **Define community explicitly.** Clarify that "community" means the relational and systemic field affected by leadership — not automatic involvement of family, colleagues, or stakeholders.
- **Request specific consent.** If seeking stakeholder perspectives or feedback, obtain the client's explicit permission first.
- **Allow withdrawal.** Confirm that consent can be withdrawn at any point without consequence to the coaching relationship.

Avoid: implied consent (assuming agreement because the client signed a general engagement letter), contacting anyone outside the session without explicit authorisation, or pressuring clients to disclose private information to third parties.

3. Confidentiality boundaries

Core principle. The coach holds the coaching container with rigour, respect, ethical discipline, non-judgmental presence, awareness of power, and cultural humility. Privacy is maintained unless explicit permission is granted to share.

Practice guidance

- **Establish boundaries upfront.** At intake, explain what information remains between coach and client versus what may be reported to organisational sponsors.
- **Distinguish two uses of "community":** the *relational context* (the field of relationships and systems affected by the client's leadership) and the *feedback source* (community members providing perspectives only when explicitly invited and consented).
- **Document exceptions.** Note mandatory reporting obligations (harm to self or others, legal requirements) separately from routine confidentiality.
- **Protect cultural material.** When clients share ancestral or cultural knowledge, treat it as sensitive data requiring extra care.

Avoid: assuming organisational sponsorship implies consent to share client content, interpreting "community-centered" as requiring disclosure to stakeholders, or breaching confidentiality without documented justification.

4. Cultural humility

Core principle. Each dimension is anchored to a wisdom tradition named as inspiration, not ownership. Ubuntu Roots does not claim ownership of, authority over, or representation of the cultural traditions it references.

Practice guidance

- **Use attribution language.** When referencing Ubuntu ("Umuntu ngumuntu ngabantu"), acknowledge it as a wisdom tradition originating from Southern African peoples.
- **Do not teach the culture.** Position yourself as a coach using a framework inspired by these traditions — not as a cultural elder, teacher, or authority on African philosophy.
- **Invite correction.** Welcome feedback when your usage misses cultural nuance or causes unintended harm.
- **Respect origins.** Communities of origin retain full rights to their heritage; your use of the methodology is permitted, not owned, and the traditions it draws on are not owned at all.

Avoid: certifying others in cultural practices, claiming expertise in African philosophy, appropriating ceremonies or rituals not part of professional coaching, or presenting the framework as universally applicable across all cultural contexts without adaptation.

5. Professional supervision

Core principle. Ubuntu Roots Coaching™ is a practice framework seeking rigorous assessment, critique, refinement, and evidence development. Coach educators and experienced practitioners use the framework while deepening practice through supervision.

Practice guidance

- **Maintain existing credentials.** Use the framework within your current coaching credential scope (for example, ICF, EMCC, AC). Do not represent Ubuntu Roots as a standalone certification absent formal accreditation.
- **Seek supervision.** Engage regular coaching supervision to surface blind spots, especially when working across cultural differences or introducing community-level inquiries.
- **Monitor efficacy claims.** Do not assert validated outcomes until independent validation exists. Frame results as individual client gains, not empirical evidence of the model's effectiveness.
- **Contribute responsibly.** If documenting case studies or participating in research, ensure client consent and adherence to the Data Governance requirements.

Avoid: marketing yourself as "certified" in Ubuntu Roots absent authorised credentialing, implying the framework replaces clinical supervision, or using practitioner experience as proof of efficacy without independent validation.

Applying the dimensions responsibly

Each dimension follows a structured template designed for ethical application:

Element	Purpose for practitioners
Central question	Opening for inquiry; never imposed as a directive.
What it examines	Scope clarification — helps frame appropriate use.
Coach stance	Guidance on posture and positioning during inquiry.
Client inquiry	Examples of how clients may engage the dimension.
Relational consideration	Boundary reminders about community and confidentiality.
Organisational applications	Illustrative possibilities — never guaranteed outcomes.
Sample coaching questions	Starting points adapted to the client's context.
Potential areas for inquiry	Common themes surfacing in this dimension.
Ethical guardrails	Specific pitfalls and prohibitions.
Cultural stewardship note	Attribution and boundary reminder.

When using sample questions or applications, adapt them to the client's language, cultural context, and expressed needs. Do not apply templates rigidly.

Adaptation guidelines

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

Before introducing the framework

- Confirm the client's cultural and relational comfort with the model.
- Obtain explicit consent for using Ubuntu Roots terminology.
- Clarify what will remain confidential versus reportable.
- Identify any cultural or spiritual sensitivities to navigate.
- Establish supervision arrangements for complex cases.

During application

- Monitor for client resistance or discomfort.
- Adjust pacing based on client readiness.
- Document adaptations made and why.
- Surface tensions in supervision if the model creates strain.

Scope: 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

Continuing development for practitioners

The framework is designed for coach educators and experienced practitioners deepening a relational, community-centered practice with cultural humility. Ongoing development includes:

- **Regular supervision.** Case consultation focused on ethical application and cultural sensitivity.
- **Peer review.** Structured exchange with other practitioners using the framework.
- **Staying current.** Monitoring updates to the Framework, Data Governance, IP/Licensing, and ethics materials.
- **Contributing feedback.** Reporting barriers, adaptations, or concerns to the Maturity.Coach team.

Final guidance

Using Ubuntu Roots Coaching™ well requires holding tension: the framework invites deep relational inquiry while maintaining strict professional boundaries. It draws from cultural wisdom traditions while explicitly disclaiming ownership or authority over those traditions. It centers community while protecting individual confidentiality.

This is not contradiction — it is responsible practice. Navigate each tension with care, humility, and supervision.

Umuntu ngumuntu ngabantu — a person is a person through other people.

Related documentation

- Full framework overview
- Five dimensions in detail
- Data Governance & ethics
- Intellectual Property & Licensing

© 2026 Ubuntu Roots Coaching™ — a proprietary methodology of Maturity.Coach. This guide provides orientation for practitioners and does not constitute formal certification, legal advice, or clinical supervision. Consult qualified professionals regarding specific legal, clinical, or credentialing questions.