



Honour™

The Brief

Honour™ your truth. Find your Flow™. Lead with SoftPower™.

A NOTE BEFORE WE BEGIN

You are here with a purpose.

Something within your team is not functioning as it should. You sense it, even if you cannot yet define it. Decisions lack follow-through, energy is unfocused, and although the strategy appears sound, alignment is lacking.

You are correct, and you are not alone.

This is not a skills gap or a process failure.

It is a clarity gap: the difference between what your team claims is taking place and what in fact is taking place.

Most organisations attempt to bridge that gap by introducing more strategy, more process, or by applying more pressure. These approaches are ineffective because they never begin with the truth.

Honour™ addresses this challenge.

Just as you would not operate without an X-ray, you should not lead without a clear diagnosis.

This Brief explains the Honour™ Diagnostic: what it is, how it works, what you will receive, and how to determine whether it is suitable for your team.

Take your time. If it resonates, we welcome a conversation.

— Priscilla Hannie, Founder, Hannie Consultants cc

SECTION ONE

What is Honour™?

Honour™ is a two-week organisational diagnostic that uncovers the realities of your team, going beyond surface-level conversations, meeting narratives and internal politics.

It is not a strategy session, training programme, culture survey or values workshop.

It is a diagnostic and serves as the essential first step before any of those initiatives can be effective.

Think of it as an organisational X-ray. An X-ray does not fix issues or provide solutions.

It reveals, clearly and honestly, what is truly present. Only then can the appropriate intervention be determined.

Honour™ does not provide answers; instead, it offers the right questions and the discipline needed to understand the truths they reveal.

The name is intentional. To honour something is to see it clearly, recognise its true value, and treat it with the dignity it deserves. Before your team can progress, it must first be clearly seen.

That is what Honour™ does.

What Honour™ is not.

It is important to clarify what Honour™ is not, as this will help you decide whether it is the right intervention for your team at this time.

- **Not a quick fix.**

Conducting an honest two-week diagnostic will reveal what is truly present. While this may be uncomfortable at first, it ultimately proves valuable.

- **Not a group coaching session.**

Sessions are structured and facilitated rather than being open-ended discussions.

- **Not a training programme.**

Honour™ does not include skills training.

- **Not a team-building exercise.**

It is a diagnostic. Its value lies in the process, and its strength lies in the method.

- **Not a replacement for leadership.**

The sponsor continues to lead. Honour™ provides leadership with a clearer understanding to guide the team.

SECTION TWO

Who commissions Honour™?

Honour™ is commissioned by an individual with both the authority and the willingness to address underlying issues. We refer to this person as the sponsor.

The sponsor is not always the most senior person. They are someone who recognises when something is amiss and is prepared to foster an environment in which the truth can surface, even if doing so is challenging.

The CEO

The strategy is not resonating, and execution remains inconsistent. Although the team is talented, underlying misalignment persists, and further strategy has not resolved it.

The HR Director

Culture surveys say one thing.
Reality says another. You need a diagnostic that goes beyond a static survey and reveals what the data is missing.

The COO

Operations appear fragmented, and decisions lack lasting impact.
You seek clarity on the source of inefficiency, not another process map.

The Team Lead

Your team is capable, but there are issues within the system, such as rhythm, roles, or communication.
You want to identify the specific problem before implementing further changes.

SECTION THREE

The R·A·D Model

Honour™ is based on the R·A·D Model, a three-stage diagnostic framework developed by Hannie Consultants cc. The process takes two weeks and provides a clear, accurate assessment.

R · STAGE ONE

Reveal

Identify current dynamics by listening beyond surface-level conversations.

Recognise patterns that are sensed but not openly discussed during team meetings.

A · STAGE TWO

Align

Review diagnostic data to identify where misalignment exists, whether in roles, communication, systems, leadership, or the work itself.

Clearly define these issues before making recommendations.

D · STAGE THREE

Direct

Provide a clear, objective assessment that serves as a reliable reference for leadership.

This enables your team to move forward with confidence.

The R·A·D Model is not a problem-solving tool.

It provides an unbiased assessment, free from urgency, assumptions, or internal politics.

You determine the next steps; our role is to reveal your truth.

SECTION FOUR

How the two weeks unfold.

Honour™ is structured, intentional, and paced. The programme comprises three live sessions and two guided asynchronous reflections over two weeks, with each component building on the previous one.

Before we begin	Discovery Call · 30 minutes, free We begin with a conversation in which you share your context. Together, we confirm whether Honour™ is the appropriate intervention before any commitment. There is no sales pitch or pressure.
Pre-engagement	Intake & Consent The sponsor completes the Corporate Intake & Consent Form before Session 1. Each participant completes the Individual Participant Experience form, ensuring that every session starts with comprehensive information. All data handling complies with South Africa's POPIA and with equivalent international data protection standards, including the EU/UK's GDPR.
Week 1 · Session 1	Reveal · 90 minutes, online, real-time The first structured session identifies current patterns, sources of friction, and unspoken concerns in the group.
Between sessions	Reflect · Asynchronous A brief, private reflection is sent to each participant a few days after Session 1. This allows participants to reflect on what emerged and to record their responses privately while we synthesise and anonymise Session 1 data.
Week 1 · Session 2	Align · 90 minutes, online, real-time We review the diagnostic data together and identify whether misalignment exists in roles, communication, systems, leadership, or the work itself.
Between sessions	Integrate · Asynchronous A second brief, private reflection follows Session 2. It invites each participant to integrate what was aligned into their own context while we prepare the directional synthesis for the final session.
Week 2 · Session 3	Direct · 90 minutes, online, real-time The third session consolidates findings, tests assumptions, and confirms the overall picture. Here, truth becomes direction.
Within 5 business days	The Honour™ Report · Delivered The organisational diagnostic report is delivered to the sponsor. Each participant receives their own report — while the insights are still fresh.

SECTION FIVE

What you receive.

A single, all-inclusive rate per participant. No add-ons, hidden tiers, or surprise charges.

✓ **Three facilitated sessions · 90 minutes each**

Sessions are structured and purposeful, scheduled over two weeks, with two guided asynchronous reflections between meetings.

✓ **The Honour™ Report · An organisational diagnostic**

The report is delivered to the sponsor within three business days of the final session.
All data is anonymised, and the findings are clear and actionable.

✓ **Individual participant report · Provided to each participant**

Each participant receives an individual insight report based on their own diagnostic responses.

✓ **Gifts of Clarity · Per participant**

Each participant receives a curated gift once the diagnostic experience concludes.

The Gifts of Clarity

We believe the Honour™ Diagnostic should deliver lasting value to every participant, not just the organisation.

The Gifts of Clarity are included in every engagement at no extra cost:

- A journaling prompts eBooklet, featuring reflection prompts from the Honour™ process, for those who wish to continue their development after the diagnostic concludes.
- IDK card deck: Double Take Cards is a reflective card set designed to help users explore multiple perspectives.

I Do Know vs I Don't Know: The deck encourages users to consider both what they know and what they do not, offering insights that challenge assumptions and reveal deeper truths

Sometimes the most honest thing you can say is, "I don't know yet."
This isn't a weakness; it's a chance to learn something new.

SECTION SIX

Investment Overview

One rate per participant. One commitment. All services included.

From \$441 per participant

USD · Per-participant rate · 5–9 participants

50%

Deposit to confirm booking

50%

Balance on report delivery

Founding-cohort rates. Rates for future cohorts may be higher.

Your investment, at a glance:

5 participants · \$705 each · \$3,525 total

6 participants · \$606 each · \$3,636 total

7 participants · \$536 each · \$3,752 total

8 participants · \$483 each · \$3,864 total

9 participants · \$441 each · \$3,969 total

Duration	2 weeks
Sessions	3 x online, real-time (90 minutes each) + 2 asynchronous reflections
Participants	Maximum 9
Report delivery	Within 5 business days of final session
Delivery format	Online, real-time
Currency	USD base · GBP, EUR, ZAR available

If your team has more than 9 participants, you can commission an additional Honour™ Diagnostic for a second group. This approach offers an opportunity to identify cross-team dynamics that a single large session might miss.

SECTION SEVEN

Is Honour™ right for your team right now?

Honour™ is not suitable for every situation. This brief will help you determine whether it is the right fit.

Honour™ may be right for you if: • You sense misalignment within your team but cannot identify the specific issue. • You have tried strategy sessions, team building, or process changes, but the underlying issue remains. • You are preparing for a significant leadership or structural decision and need a clear understanding of your current situation. • Your capable and talented team is not performing to its full potential. • You are prepared to receive honest feedback, even if it is uncomfortable, and to act on it with integrity.	Honour™ may not be right for you if: • You already know the exact problem and have a clear plan to address it. In this case, you need execution support rather than a diagnosis. • You require results in less than two weeks. The Honour™ process is intentionally paced and not designed for rapid turnaround. • The team is not ready or willing to engage honestly. Diagnostics are effective only when participants feel safe enough to share the truth. • If you are seeking a training programme or skills development, please note that Honour™ is a diagnostic tool. Training and skills development may follow as a next step but are not included in Honour™.
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Before commissioning any diagnostic, ask: Are we prepared for what we don't yet know? If so, we are ready to proceed.

SECTION EIGHT

Next steps

If you recognise your team in this brief, the next step is straightforward.

1

Book a complimentary 30-minute discovery call.

There is no obligation or sales pitch. This is an open conversation about your team and whether Honour™ is the right fit.

2

Confirm Honour™ is the right fit for your team.

Together, we will confirm that the engagement is the right fit, timing, and scope. If not, we will communicate this honestly.

3

Pay the deposit and schedule Session 1.

A 50% deposit confirms your booking and secures Session 1. We will then proceed with the process.

4

Complete the Sponsor Questionnaire and Participant Experience forms.

The sponsor completes the intake and consent form, and each participant completes their individual Honour™ experience. Once all forms are submitted, sessions will begin.

We look forward to connecting with you.

Priscilla Hannie

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