

DAS System Architecture

An integrated architecture for navigating complexity, crossing thresholds, and sustaining meaningful change.

01

THRESHOLD

Recognize the Moment

A threshold is a moment requiring a new level of awareness, responsibility, contribution, or capability. It is not a problem to solve. It is an invitation to see, choose, and become differently. This is where DAS begins every engagement.

02

AWARENESS

Develop Understanding

Awareness is the starting point. Without it, change cannot begin. This stage surfaces the patterns, assumptions, and blind spots that have kept the gap between intention and experience in place.

03

ACTIVATION

Make Deliberate Choices

Awareness alone is insufficient. Knowledge without action produces no change in outcomes. This stage translates awareness into deliberate, intentional choices using the EMPoWER and AWARE frameworks.

04

ALIGNMENT

Align Systems and Behaviors

Translates strategic intent into lived experience. Closes the gap between values and behaviors, and between what leaders intend and what their organizations actually experience.

05

ELEVATION

Sustain Growth and Contribution

The developmental pathway across a leader's full career. Purpose, power, perspective, and liberation. Influence becomes less about authority and more about enabling the growth of others.

Each step builds on the one before it. The system is not linear in practice. Leaders may move between stages. The framework names the territory.

WHERE DAS DOES ITS WORK

Six Practice Areas

Leadership Development

Increasing awareness, strengthening judgment, and expanding capacity to lead through complexity.

Organizational Culture & Climate

Helping organizations understand and shape the experiences that define culture.

Strategic Facilitation

Designing and facilitating high-stakes conversations where alignment, trust, and clarity matter.

Executive Coaching

A strategic partnership designed to shift how leaders see, decide, and lead within complex systems.

Intercultural Development

Building cross-cultural agility through the IDI and related methodologies.

Transformation Advisory

Trusted thought partnership for executives navigating complexity, change, and transformation.

ASSESSMENT SUITE

Every engagement is grounded in validated diagnostic instruments.

CULTURE & CLIMATE

Culture Assessment

Org-wide diagnostic.
Surfaces lived versus stated culture gaps.

CHARACTERGPS®

Pressure Response

Character traits and pressure response profiles, individual and team.

ENNEAGRAM

Core Patterns

Core patterns behind pressure behavior.
Darryl is a certified practitioner.

IDI

Intercultural

Intercultural Development Inventory.
Certified practitioner, 15 plus years.

INSIGHTS 360

FMG Leading

FMG Leading instrument. Closes the intent to impact gap.

THE PRACTITIONER



Darryl Smith

Founder and CEO

30 years of enterprise leadership transformation work. **Senior Client Partner, Korn Ferry, 19 years.** Architect of the Leadership Threshold Practice. Partners with FMG Leading. Certified: IDI Qualified Administrator, Enneagram, CharacterGPS®, APCT, Executive Coach, Georgetown Power and Influence.

TRUSTED BY

GE · Procter & Gamble · United Airlines · AbbVie · IVY · Million Dollar Round Table · Northwestern Medicine

All coaching conversations are strictly confidential.

THE DAS PROMISE

We promise to help you see more clearly, challenge with care, and tell the truth with respect.

START THE CONVERSATION

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