**Figure 1:** Methodological framework

![Diagram showing the orientation phase and four spirals labeled Spiral 1, Spiral 2, Spiral 3, and Spiral 4.]

**Figure 2:** Thematic framework of findings

- **Attributes**
- **Processes**
- **Developmental processes**
- **Contextual influences**

- Leader being
- Leader becoming

- Outcomes
Figure 4: Photo accompanying citation ‘CN LOES’ (CCRI 4)

Figure 3: Conceptual framework of Person-Centred Leadership