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CORE LEADERSHIP INTELLIGENCE

Change Capacity Assessment™

(BCCA)

Measure Readiness. Build Adaptability. Sustain Transformation.

Prepared for:	[Client / Organisation Name]
Prepared by:	BurnBright Advisory
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Burn Bright Change Capacity Assessment™ (BCCA)

Tagline

Measure Readiness. Build Adaptability. Sustain Transformation.

Executive Definition

The Burn Bright Change Capacity Assessment™ (BCCA) is a Leadership Performance Intelligence diagnostic framework designed to measure an individual's, team's, or organization's ability to anticipate, absorb, adapt to, implement, and sustain change without compromising leadership effectiveness, employee wellbeing, or organizational performance.

Unlike traditional change readiness assessments, the BCCA recognizes that successful transformation depends on the interaction between:

- Leadership capability
- Organizational systems
- Learning culture
- Emotional intelligence
- Strategic clarity
- Workforce capacity
- Professionalism
- Sustainable leadership practices

The assessment produces a comprehensive Change Capacity Index™ (CCI) supported by AI coaching, benchmarking, learning pathways, and action plans.

Philosophy

Core Principle

Successful change is not determined by the speed of implementation but by the organization's capacity to learn, adapt, and sustain performance throughout the transition.

Change capacity is a strategic capability that can be developed, measured, and continuously improved.

Burn Bright Change Capacity Model™

PURPOSE

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CHANGE CAPACITY

|

Leadership Readiness

Strategic Clarity

Professionalism

Adaptability

Learning Culture

Emotional Intelligence

Systems Readiness

Sustainability

|



SUCCESSFUL TRANSFORMATION

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Engagement

Innovation

Resilience

Performance

Trust

Continuous Improvement

Long-Term Success

Vision

To develop organizations that embrace change through intelligent leadership, reflective practice, continuous learning, and sustainable systems.

Mission

To provide leaders with actionable intelligence that strengthens organizational adaptability while protecting people and performance.

The Eight Change Capacity Domains™

Domain 1: Leadership Readiness™

Definition

Measures leaders' ability to guide, communicate, and model change.

Indicators

- Leadership confidence
- Decision-making
- Communication
- Coaching capability
- Delegation
- Trust building

Sample Questions

I communicate change with clarity.

I remain calm during uncertainty.

I encourage participation rather than compliance.

Domain 2: Strategic Clarity™

Definition

Measures understanding of organizational direction and priorities.

Indicators

- Vision understanding
- Priority alignment
- Goal clarity
- Communication consistency
- Resource alignment

Sample Questions

I understand why this change is necessary.

My work aligns with organizational priorities.

Domain 3: Professionalism & Accountability™

Definition

Measures ownership, responsibility, and commitment during change.

Indicators

- Reliability
- Initiative
- Accountability
- Ethical behaviour
- Collaboration

Sample Questions

I take responsibility for adapting my work practices.

I support colleagues through change.

Domain 4: Adaptability™

Definition

Measures cognitive flexibility and willingness to embrace new approaches.

Indicators

- Curiosity
- Innovation
- Problem solving
- Growth mindset
- Openness to feedback

Sample Questions

I enjoy learning new ways of working.

I adapt quickly when priorities change.

Domain 5: Learning Culture™

Definition

Measures organizational commitment to continuous development.

Indicators

- Knowledge sharing
- AI adoption
- Professional development
- Reflection
- Coaching participation

Sample Questions

Learning is encouraged during change initiatives.

Mistakes are viewed as learning opportunities.

Domain 6: Emotional Intelligence™

Definition

Measures emotional awareness and relationship management.

Indicators

- Self-awareness
- Empathy
- Resilience
- Communication
- Conflict resolution

Sample Questions

I manage stress constructively.

I understand how change affects others.

Domain 7: Systems Readiness™

Definition

Measures whether organizational systems enable or hinder transformation.

Indicators

- Technology
- AI integration
- Governance
- Processes
- Decision flow
- Documentation

Sample Questions

Our systems support new ways of working.

Decision-making processes are efficient.

Domain 8: Sustainability & Capacity™

Definition

Measures the organization's ability to sustain performance while implementing change.

Indicators

- Workload
- Leadership capacity
- Energy
- Recovery
- Meeting load
- Resource allocation

Sample Questions

Our workload allows time for learning and adaptation.

Leaders have sufficient capacity to support change.

Change Capacity Formula™

Change Capacity =

Leadership × Strategy ×

Professionalism × Adaptability ×

Learning × Emotional Intelligence ×

Systems × Sustainability

÷ Change Friction

Change Capacity Index™ (CCI)

Each participant receives an AI-generated profile.

Domain

Score

Leadership Readiness

88

Strategic Clarity

84

Professionalism

91

Adaptability

82

Learning Culture

89

Emotional Intelligence

86

Systems Readiness

79

Sustainability

77

Overall Change Capacity Score™

85 / 100

Classification

Adaptive Change Leader

Change Capacity Maturity Levels™

Score

Classification

90–100

Transformation Architect

80–89

Adaptive Organization

70–79

Change Ready

60–69

Emerging Capability

50–59

Change Vulnerability

Below 50

High Transformation Risk

Change Heat Map™



AI Change Coach™

The AI becomes an organizational transformation partner.

Example

Assessment Results

Leadership Readiness: High

Learning Culture: High

Systems Readiness: Moderate

Sustainability: Moderate

AI Recommendations

- ✓ Reduce concurrent change projects
- ✓ Increase strategic communication
- ✓ Improve delegation capability
- ✓ Schedule protected learning time
- ✓ Conduct monthly reflection workshops
- ✓ Review meeting effectiveness

Individual Dashboard™

Displays:

- Change Capacity Score
- Leadership Readiness
- Adaptability Profile
- Learning Progress
- Emotional Intelligence
- AI Recommendations

Team Dashboard™

Managers view:

- Team Change Capacity Index™
- Adaptability Heat Maps
- Communication Effectiveness
- Learning Participation
- Burnout Risk
- Workload Capacity
- Team Resilience

Enterprise Dashboard™

Executives receive:

Organizational Change Capacity Index™

Leadership Readiness Index™

Learning Culture Score™

Systems Maturity™

Workforce Sustainability Score™

Change Fatigue Risk™

Innovation Capacity™

Organizational Resilience Score™

Resource Library™

Includes:

Change Readiness Workbook™

AI Change Leadership Prompts™

Communication Planning Toolkit™

Team Reflection Guide™

Learning Pathway Planner™

Change Capacity Journal™

Leadership Coaching Templates™

Sustainability Planning Workbook™

Executive Change Report™

AI Learning Pathways™

Low Adaptability Score

Recommended modules:

- Adaptive Leadership
- Growth Mindset
- Reflective Practice
- Innovation Thinking

Low Sustainability Score

Recommended modules:

- Leadership Capacity Planner™
- Leadership Energy Audit™
- Meeting Effectiveness Playbook™
- Delegation Readiness Framework™

Low Leadership Readiness

Recommended modules:

- Accountability Architecture Toolkit™
- Strategic Focus Framework™
- Leadership Resilience Framework™

Benchmarking™

Compare against:

- Government
- Healthcare
- Education
- Technology
- Professional Services
- SMEs
- Manufacturing
- Non-profit organizations

Website Integration

Individual

- AI Change Coach
- Personal Dashboard
- Learning Pathways
- Reflection Journal

Entrepreneurs

- Founder Change Capacity
- Business Adaptability Dashboard
- Strategic Planning Tools

Enterprise

- Executive Intelligence Portal
- Department Benchmarking
- Team Heat Maps
- Quarterly Change Reports

Integration into the Burn Bright Leadership Performance Intelligence Platform™

Burn Bright Leadership Operating Model™

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Leadership Sustainability Framework™

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Leadership Energy Audit™

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Decision Fatigue Assessment™

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Delegation Readiness Framework™

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Leadership Capacity Planner™

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Strategic Focus Framework™

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Meeting Effectiveness Playbook™

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Accountability Architecture Toolkit™

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Leadership Resilience Framework™

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Change Capacity Assessment™

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Organisational Sustainability Scorecard™

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Leadership Performance Intelligence Index™

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AI Leadership Coach™

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Leadership Academy™

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Leadership Community™

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Team Dashboard™

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Enterprise Benchmarking™

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Research & Innovation Centre™

Burn Bright Change Capacity Manifesto™

Sustainable transformation is built on leadership intelligence rather than urgency. Organizations with high change capacity develop professionals who think critically, adapt confidently, reflect continuously, learn deliberately, communicate openly, and lead with emotional intelligence. They recognize that meaningful change is achieved not through pressure, but through purpose, capability, collaboration, and sustainable systems. Every change initiative is an opportunity to strengthen leadership, deepen organizational learning, and build a culture prepared for the future.

Strategic Value for Your Platform

The Change Capacity Assessment™ fills a critical gap in your ecosystem by measuring how prepared an organization is to successfully implement and sustain change. Combined with your other intellectual property, it enables the creation of a Leadership Performance Intelligence Platform™ that spans the complete leadership lifecycle:

Lead → Measure → Learn → Adapt → Sustain → Benchmark → Improve

This positions your platform as a comprehensive enterprise solution that integrates:

- AI leadership coaching
- Leadership diagnostics
- Online learning pathways
- Community collaboration
- Team and executive dashboards
- Industry benchmarking
- Consulting and organizational transformation services

creating a unified operating system for sustainable leadership and organizational excellence.

— End of Change Capacity Assessment™ —