



BurnBright Advisory

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INTERVENTION INTELLIGENCE

Leadership Development Playbook™

A Structured Pathway From Capable Manager to Sustainable Leader

Prepared for:	[Client / Organisation Name]
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INTERVENTION LAYER

ZONE 1 • HERO SECTION

Leadership Development Playbook™

The Leadership Development Playbook™ gives organisations a structured, repeatable pathway for developing managers into sustainable leaders — combining development pathways, coaching guides, reflection exercises and capability planning into a single Leadership Growth Plan™ per leader.

Estimated completion time: 2 hours to set up the framework; 30–45 minutes per leader per quarter to maintain.

Leadership competencies developed: coaching, capability planning, structured reflection, development conversations.

ZONE 2 • DASHBOARD PANEL (CONTEXT)

Why It Matters

Leadership development is frequently treated as an event — a course, a workshop, an offsite — rather than a sustained practice. Organisations that build a repeatable development pathway, with regular coaching touchpoints and visible capability tracking, develop leaders measurably faster than those relying on occasional training alone.

Development is a practice, not an event

A single leadership course rarely changes behaviour on its own. The combination of a clear pathway, regular coaching conversations, and structured reflection is what converts learning into sustained capability change.

Leadership Intelligence Framework

The playbook structures development around four interlocking components:

- Development Pathways — a named sequence of capabilities a leader builds over time
- Coaching Guides — structured conversation frameworks for managers coaching their direct reports
- Reflection Exercises — regular, structured prompts that convert experience into learning
- Capability Planning — a visible, tracked plan connecting current capability to future role requirements

ZONE 3 • FRAMEWORK CANVAS

Interactive Components

Leadership Growth Plan™ Template

Complete one per leader being developed:

Field	Entry
Leader name / role	[]
Current capability level (1-5)	[]
Target capability level (1-5)	[]
Top development priority this quarter	[]
Coaching cadence (e.g. fortnightly 1:1)	[]
Named coach / mentor	[]

Coaching Conversation Guide

Use this five-question structure for each coaching conversation:

Question	Purpose
What's the situation you'd most like to think through today?	Surface the real topic, not the presenting one
What have you already tried?	Respect existing effort, avoid repeating it
What's making this harder than it needs to be?	Identify the actual constraint
What would "good" look like here?	Clarify the target, not just the problem
What's one thing you'll do before we next speak?	Convert reflection into a concrete commitment

ZONE 4 • REFLECTION PANEL — AI LEADERSHIP COACH

AI Leadership Coach

Reflection prompt

“Here is a leader's current Leadership Growth Plan: [paste]. What's one blind spot the plan might be missing?”

Development recommendation prompt

“Based on a current capability level of [X] and a target of [Y], suggest three specific development activities appropriate for this gap.”

ZONE 5 • IMPLEMENTATION ROADMAP

Implementation Guide

Quick Wins

- Identify the first three leaders to pilot the playbook with

30-Day Plan

- Complete a Leadership Growth Plan™ for each pilot leader and schedule the first coaching conversation

90-Day Roadmap

- Complete at least three coaching conversations per pilot leader using the guide above
- Review and adjust each Leadership Growth Plan™ based on what's been learned

12-Month Integration Strategy

- Extend the playbook to all people-managers, and connect it to formal performance and promotion processes

ZONE 6 • BENCHMARK WIDGET

Dashboard Metrics

This playbook is the primary driver of Leadership Capability, and meaningfully contributes to Leadership Sustainability and Learning Culture.

ZONE 7 • RELATED INTELLIGENCE PANEL

Related Resources — Learning Pathway

← Previous: Leadership Capability Assessment™ (identifies who needs development and in what)

→ Next: Leadership Coaching Toolkit™ (deepens the coaching component of this playbook)

Also related: Capability Gap Analysis™, Talent Development Framework™

ZONE 8 • ACTION TRACKER

Action Tracker

Leader	Coaching Sessions Completed	Growth Plan Reviewed?	Status
[Name]	[/ 3]	[Y / N]	[On track / At risk]
[Name]			
[Name]			

— End of Leadership Development Playbook™ —