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CORE LEADERSHIP INTELLIGENCE

Leadership Succession Planner™

(BLSP)

Develop Leaders Today. Secure Tomorrow. Sustain Excellence.

Prepared for:	[Client / Organisation Name]
Prepared by:	BurnBright Advisory
Date:	July 15, 2026
Format:	Executive Framework (Word / PDF)

Burn Bright Leadership Succession Planner™ (BLSP)

Tagline

Develop Leaders Today. Secure Tomorrow. Sustain Excellence.

Executive Definition

The Burn Bright Leadership Succession Planner™ (BLSP) is a comprehensive Leadership Performance Intelligence framework that enables organizations to identify, develop, benchmark, and prepare future leaders through evidence-based assessment, AI coaching, continuous learning, and sustainable leadership development.

Unlike traditional succession planning that focuses on replacing positions, the BLSP builds a continuous leadership pipeline based on capability, professionalism, adaptability, emotional intelligence, strategic thinking, and sustainable leadership practices.

It transforms succession planning from an HR process into an organizational leadership operating system.

Core Philosophy

Fundamental Principle

Leadership succession is not about replacing individuals—it is about continuously developing organizational leadership capacity.

Great organizations never depend on one exceptional leader.

They create systems that develop many exceptional leaders.

Burn Bright Leadership Succession Model™

PURPOSE

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LEADERSHIP SUCCESSION

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Leadership Potential

Professionalism

Knowledge Development

Emotional Intelligence

Adaptability

Strategic Thinking

Leadership Readiness

Sustainability

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ORGANIZATIONAL CONTINUITY

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Leadership Pipeline

Retention

Capability Growth

Innovation

Organizational Resilience

Future Readiness

Long-Term Performance

Vision

To create organizations where leadership development is continuous, inclusive, evidence-based, and sustainable.

Mission

To identify, nurture, and prepare future leaders while strengthening organizational resilience, leadership capability, and long-term performance.

The Eight Leadership Succession Domains™

Domain 1: Leadership Potential™

Definition

Measures an individual's capacity to assume greater leadership responsibility.

Indicators

- Initiative
- Professional judgement
- Learning agility
- Problem solving
- Influence

AI Reflection

Does this individual consistently demonstrate behaviours beyond their current role?

Domain 2: Professionalism™

Definition

Measures integrity, accountability, ethics, and leadership maturity.

Indicators

- Reliability
- Integrity
- Accountability
- Professional conduct
- Decision quality

Assessment Areas

- ✓ Trust
- ✓ Ownership
- ✓ Credibility
- ✓ Leadership presence

Domain 3: Knowledge Development™

Definition

Measures commitment to lifelong learning and capability development.

Indicators

- Learning participation
- AI utilization
- Reading
- Reflection
- Continuous improvement

AI Question

What new capability has this leader intentionally developed during the last quarter?

Domain 4: Emotional Intelligence™

Definition

Measures the ability to lead relationships and teams effectively.

Indicators

- Self-awareness
- Empathy
- Communication
- Coaching
- Conflict management

Domain 5: Adaptability™

Definition

Measures readiness to lead through uncertainty and change.

Indicators

- Innovation
- Flexibility
- Change leadership
- Critical thinking
- Growth mindset

Domain 6: Strategic Thinking™

Definition

Measures future-oriented thinking and organizational awareness.

Indicators

- Vision
- Systems thinking
- Long-term planning
- Decision intelligence
- Priority management

Reflection

Does this leader solve today's problems while preparing for tomorrow?

Domain 7: Leadership Readiness™

Definition

Measures practical readiness for promotion or expanded responsibility.

Components

Experience

Capability

Confidence

Relationships

Performance

Capacity

Domain 8: Sustainable Leadership™

Definition

Measures the ability to maintain high performance without burnout.

Indicators

Leadership Energy

Recovery

Delegation

Strategic Focus

Capacity Planning

Resilience

Workload Management

Burn Bright Succession Formula™

Leadership Succession Capacity =

Potential × Professionalism ×

Knowledge × Emotional Intelligence ×

Adaptability × Strategic Thinking ×

Readiness × Sustainability

÷ Leadership Dependency

Leadership Readiness Matrix™

Performance	Potential	Action
High	High	Accelerated Leadership Program
High	Moderate	Targeted Development
Moderate	High	Coaching & Stretch Assignments
Moderate	Moderate	Leadership Development Plan
Low	High	Capability Building
Low	Low	Professional Development Support

Leadership Succession Index™ (LSI)

Every participant receives a comprehensive profile.

Domain

Score

Leadership Potential

91

Professionalism

94

Knowledge Development

89

Emotional Intelligence

87

Adaptability

84

Strategic Thinking

82

Leadership Readiness

86

Sustainable Leadership

88

Overall Leadership Readiness™

88 / 100

Classification

Emerging Executive Leader

Succession Readiness Levels™

Score

Classification

90–100

Executive Successor

80–89

Emerging Executive

70–79

Future Leadership Pipeline

60–69

Developing Leader

50–59

Leadership Potential Identified

Below 50

Early Leadership Development

Nine-Box Leadership Intelligence Matrix™

Performance

Potential

Classification

High

High

Leadership Accelerator

High

Medium

Reliable Performer

High

Low

Subject Matter Expert

Medium

High

Emerging Leader

Medium

Medium

Developing Professional

Medium

Low

Specialist Contributor

Low

High

Untapped Potential

Low

Medium

Growth Candidate

Low

Low

Foundation Development

AI Leadership Development Coach™

The AI creates individualized leadership pathways.

Example

Assessment Results

Professionalism

94

Knowledge Development

89

Strategic Thinking

82

Adaptability

84

AI Recommendations

- ✓ Complete Strategic Focus Framework™
 - ✓ Participate in executive mentoring
 - ✓ Lead a cross-functional project
 - ✓ Complete Leadership Resilience Framework™
 - ✓ Facilitate monthly reflection sessions
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Individual Leadership Dashboard™

Displays:

Leadership Readiness Score™

Leadership Potential™

Learning Progress™

Emotional Intelligence™

Strategic Capability™

AI Growth Plan™

Team Succession Dashboard™

Managers view:

Leadership Bench Strength

Promotion Readiness

Critical Role Risk

Knowledge Transfer

Development Progress

Leadership Capacity

Retention Risk

Future Pipeline

Executive Dashboard™

Provides organization-wide intelligence:

Leadership Pipeline Strength™

Successor Coverage™

Critical Role Risk™

Leadership Capacity Index™

Learning Culture Score™

Promotion Readiness™

Diversity & Inclusion Metrics™

Future Leadership Forecast™

Leadership Development Pathway™

Stage 1

Professional Foundations™

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Stage 2

Leadership Essentials™

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Stage 3

Reflective Leadership™

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Stage 4

Strategic Leadership™

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Stage 5

Executive Leadership™

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Stage 6

Leadership Mentor™

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Stage 7

Leadership Architect™

Resource Library™

Leadership Development Plan™

Succession Planning Workbook™

AI Leadership Coaching Prompts™

Career Conversation Guide™

Mentoring Toolkit™

Knowledge Transfer Planner™

Leadership Reflection Journal™

Executive Readiness Checklist™

Team Capability Matrix™

Individual Development Plan™

Community Integration

Emerging Leaders Network™

Monthly discussions

Peer mentoring

Leadership case studies

AI coaching challenges

Reflection circles

Knowledge exchange

Benchmarking™

Organizations compare:

- Leadership bench strength
- Internal promotion rates
- Leadership readiness
- Learning engagement
- Retention of high-potential employees
- Leadership sustainability
- Diversity of succession pipeline

Website Integration

Individual Users

- Leadership Potential Assessment
- AI Career Coach
- Learning Pathways
- Digital Leadership Portfolio

Entrepreneurs

- Founder Continuity Planner
- Business Leadership Pipeline
- Knowledge Transfer Toolkit

Enterprise

- Executive Succession Dashboard
- Leadership Heat Maps
- Promotion Analytics
- Talent Intelligence Reports
- Quarterly Board 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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Leadership Succession Planner™

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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™

Leadership Performance Intelligence (LPI) Score™

One of the unique opportunities for your platform is to connect every framework into a single enterprise metric.

The Leadership Performance Intelligence Index™ (LPII)

This master score is calculated from:

Framework

Weight

Leadership Sustainability Framework™

15%

Leadership Energy Audit™

10%

Decision Fatigue Assessment™

10%

Delegation Readiness Framework™

10%

Leadership Capacity Planner™

10%

Strategic Focus Framework™

10%

Meeting Effectiveness Playbook™

5%

Accountability Architecture Toolkit™

10%

Leadership Resilience Framework™

10%

Change Capacity Assessment™

5%

Leadership Succession Planner™

5%

Burn Bright Leadership Succession Manifesto™

Exceptional organizations are built by leaders who intentionally develop other leaders. Leadership succession is not a one-time event but a continuous commitment to professionalism, knowledge development, emotional intelligence, adaptability, reflective practice, and sustainable performance. By investing in leadership capability today, organizations create resilience,

preserve institutional knowledge, inspire innovation, and ensure that future generations inherit stronger, more intelligent, and more sustainable leadership systems.

Strategic Positioning

The Leadership Succession Planner™ completes the talent development layer of the Burn Bright Leadership Performance Intelligence Platform™. Together with your AI coach, diagnostics, online academy, leadership community, benchmarking engine, enterprise dashboards, and consulting services, it establishes a comprehensive Leadership Operating System that spans the entire leadership lifecycle:

Assess → Develop → Coach → Benchmark → Sustain → Succession → Transform

This integrated architecture is a significant differentiator from conventional leadership training providers, positioning your platform as a scalable, AI-enabled ecosystem for individuals, entrepreneurs, teams, enterprises, educational institutions, healthcare organizations, and government agencies.

— *End of Leadership Succession Planner™* —