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CORE LEADERSHIP INTELLIGENCE

Organisational Sustainability Scorecard™

(BOSS)

Measure What Matters. Build Sustainable Organisations. Lead Beyond Performance.

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Burn Bright Organisational Sustainability Scorecard™ (BOSS)

Tagline

Measure What Matters. Build Sustainable Organisations. Lead Beyond Performance.

Executive Definition

The Burn Bright Organisational Sustainability Scorecard™ (BOSS) is an enterprise Leadership Performance Intelligence framework that measures an organisation's ability to achieve high performance while maintaining workforce wellbeing, leadership capability, innovation, resilience, and long-term organisational health.

Unlike traditional balanced scorecards that focus primarily on financial and operational indicators, the Burn Bright Scorecard integrates human sustainability with business sustainability, providing executives with a real-time intelligence system for leadership and organisational performance.

The scorecard becomes the central measurement system for:

- Executive leadership teams
- HR and People & Culture
- Government organisations
- Healthcare systems
- Education providers
- SMEs
- Enterprise organisations
- Consulting engagements

Philosophy

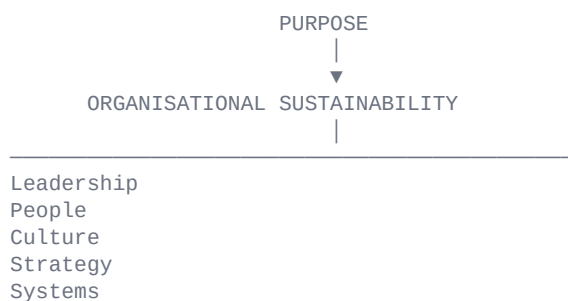
Core Principle

Sustainable organisations create environments where people, systems, leadership, and strategy continuously strengthen one another.

Sustainable organisations do not simply survive change.

They develop the capability to learn, adapt, innovate, and thrive.

Burn Bright Organisational Sustainability Model™



Learning
Wellbeing
Innovation

↓
LONG-TERM ORGANISATIONAL PERFORMANCE
↓

Engagement
Retention
Productivity
Resilience
Growth
Customer Experience
Leadership Excellence
Continuous Improvement

Vision

To become the world's most comprehensive leadership and organisational sustainability measurement system.

Mission

To help organisations build sustainable leadership cultures through evidence-based diagnostics, AI intelligence, benchmarking, coaching, and continuous improvement.

The Eight Sustainability Domains™

Domain 1: Leadership Sustainability™

Definition

Measures leadership capability, capacity, resilience, professionalism, and effectiveness.

Indicators

- Leadership Energy Index
- Decision Fatigue Score
- Delegation Effectiveness
- Strategic Focus
- Leadership Capacity
- Leadership Resilience

KPI Examples

Leadership Sustainability Score

Leadership Burnout Risk

Executive Capacity Index

Decision Quality Index

Domain 2: People & Workforce Sustainability™

Definition

Measures employee wellbeing, engagement, development, and organisational support.

Indicators

- Employee engagement
- Psychological safety
- Retention
- Professional development
- Workload perception
- Career growth

KPI Examples

Employee Sustainability Score

Turnover Risk

Development Participation

Engagement Index

Domain 3: Organisational Culture™

Definition

Measures behaviours, trust, professionalism, collaboration, and emotional intelligence.

Indicators

- Trust
- Inclusion
- Accountability
- Collaboration
- Reflection
- Learning culture

KPI Examples

Culture Health Score

Trust Index

Professionalism Score

Collaboration Index

Domain 4: Strategic Alignment™

Definition

Measures organisational focus and alignment.

Indicators

- Vision clarity
- Priority alignment
- Goal achievement
- Strategic communication
- Resource allocation

KPI Examples

Strategy Alignment Score

Priority Clarity Index

Execution Score

Domain 5: Systems Sustainability™

Definition

Measures how effectively organisational systems reduce unnecessary workload.

Indicators

- Automation
- AI adoption
- Process maturity
- Governance
- Documentation
- Decision flow

KPI Examples

System Efficiency Score

Meeting Effectiveness

Automation Index

Process Maturity

Domain 6: Learning Organisation™

Definition

Measures organisational capability for continuous learning and adaptation.

Indicators

- Learning participation
- AI utilisation
- Reflection
- Innovation
- Knowledge sharing

KPI Examples

Learning Culture Score

Knowledge Development Index

Innovation Participation

Domain 7: Wellbeing & Capacity™

Definition

Measures organisational energy and workload sustainability.

Indicators

- Workload
- Burnout risk
- Recovery
- Meeting load
- Overtime
- Capacity utilisation

KPI Examples

Workload Sustainability Score

Recovery Score

Leadership Capacity Index

Burnout Risk

Domain 8: Innovation & Adaptability™

Definition

Measures organisational ability to respond to change.

Indicators

- Innovation participation
- Continuous improvement
- Change readiness
- Future planning
- AI integration

KPI Examples

Innovation Score

Adaptability Index

Future Readiness Score

Burn Bright Sustainability Formula™

Organisational Sustainability =

Leadership × People × Culture ×
Strategy × Systems × Learning ×
Wellbeing × Innovation

÷ Organisational Friction

Organisational Sustainability Index™ (OSI)

Every organisation receives an enterprise score.

Domain	Score
Leadership	88
People	84
Culture	86
Strategy	82
Systems	79
Learning	91
Wellbeing	77
Innovation	85

Overall Score

84 / 100

Classification

High Sustainability Organisation

Sustainability Maturity Levels™

Score	Classification
90–100	Sustainable Leadership Enterprise
80–89	High Sustainability Organisation
70–79	Developing Sustainable Organisation
60–69	Capacity Under Pressure
50–59	Sustainability Risk
Below 50	Critical Organisational Risk

Executive Dashboard™

Overall Sustainability

84/100

Leadership 88

People 84

Culture 86

Strategy 82

Systems 79

Learning 91

Wellbeing 77

Innovation 85

Burnout Risk

Low

Leadership Capacity

86

Employee Engagement

88

Future Readiness

83

Team Dashboard™

Managers receive:

Team Sustainability Index™

Team Capacity Score™

Workload Heat Maps™

Meeting Intelligence™

Accountability Score™

Learning Participation™

Engagement Trends™

Burnout Risk™

Individual Dashboard™

Each employee receives:

Leadership Energy Audit™

Workload Assessment™

Learning Progress™

Capacity Planner™

Reflection Journal™

AI Coach™

Professional Development Pathway™

AI Organisational Sustainability Coach™

The AI analyses patterns across the organisation.

Example

Observation

Leadership Capacity

High

Learning

Excellent

Recovery

Declining

Meeting Load

Increasing

AI Recommendation

Leadership effectiveness remains strong; however, workload indicators suggest declining recovery capacity. Redesign meeting structures, increase delegation, and implement protected strategic thinking time to reduce long-term burnout risk.

Enterprise Benchmarking™

Compare against:

Healthcare

Education

Government

Professional Services

Technology

Manufacturing

Financial Services

Non-Profit

Resource Library™

Organisational Sustainability Assessment™

Leadership Sustainability Assessment™

Team Capacity Planner™

AI Coaching Prompts™

Meeting Effectiveness Toolkit™

Accountability Toolkit™

Leadership Reflection Journal™

Strategic Planning Guide™

Change Readiness Workbook™

Executive Sustainability Report™

Website Integration

Leadership Academy

Learning pathways aligned with scorecard results.

AI Leadership Coach

Provides personalised sustainability recommendations.

Leadership Community

Peer discussions around sustainability challenges.

Enterprise Portal

Executive dashboards

Benchmarking

Department comparisons

Trend analysis

AI recommendations

Downloadable reports

Consultancy Integration

The Scorecard becomes the foundation for your consultancy engagements.

Phase 1

Assessment

↓

Phase 2

Benchmarking

↓

Phase 3

Executive Report

↓

Phase 4

Leadership Workshops

↓

Phase 5

AI Coaching

↓

Phase 6

Quarterly Sustainability Reviews

Burn Bright Organisational Sustainability Manifesto™

Sustainable organisations recognise that leadership, people, culture, learning, and wellbeing are strategic assets rather than operational costs. They create environments where professionalism, constructivism, adaptability, visionary thinking, reflective practice, knowledge development, emotional intelligence, and sustainable leadership reinforce one another. Organisational success is measured not only by financial performance, but by the organisation's capacity to continuously learn, innovate, care for its people, and create lasting value for society.

Strategic Position Within the Burn Bright Leadership Performance Intelligence Platform™

The Organisational Sustainability Scorecard™ serves as the enterprise intelligence layer that unifies every framework you have designed:

- Burn Bright Leadership Operating Model™
- Burn Bright Leadership Sustainability Framework™
- Leadership Energy Audit™
- Decision Fatigue Assessment™
- Delegation Readiness Framework™
- Leadership Capacity Planner™
- Strategic Focus Framework™
- Meeting Effectiveness Playbook™
- Accountability Architecture Toolkit™
- Leadership Resilience Framework™

Together, these form a single Leadership Performance Intelligence Platform™ that is differentiated by its integration of AI coaching, diagnostics, benchmarking, online learning, community collaboration, consulting services, and enterprise analytics. This creates a scalable SaaS and consulting ecosystem capable of serving individuals, entrepreneurs, teams, and global organisations while establishing a distinctive intellectual property portfolio around sustainable leadership performance.

— End of Organisational Sustainability Scorecard™ —