

PPC Insight Organisational Risk & Leadership Maturity Framework™

A Unified Predictive Risk-Intelligence System for CEOs, Boards & Executive Leaders

1. PURPOSE OF THE FRAMEWORK

Organisations fail for predictable reasons:

- silence
- fear
- inconsistent leadership behaviour
- ethical drift
- system fragility
- weak reporting
- poor learning
- operational pressures

These failures do not occur suddenly — they develop slowly, invisibly, and predictably.

The **PPC Insight Organisational Risk & Leadership Maturity Framework™** integrates five advanced diagnostic assessments into one unified model that reveals:

- **where truth flows**
- **where truth is blocked**
- **where leadership behaviour creates risk**
- **where systems are fragile**
- **where incidents and ethical failures are predictable**

This framework gives executives a **single, consolidated view** of organisational maturity and future risk exposure.

2. How to Use the PPC Insight Organisational Risk & Leadership Maturity Framework™

2.1 Understand the Framework's Purpose

This framework is not a single questionnaire — it is a **strategic integration** of five advanced diagnostic assessments.

Each pillar measures a distinct dimension of organisational risk and leadership maturity.

Together, they form a **predictive intelligence system** that reveals how truth, trust, learning, and resilience interact across the organisation.



2.2 Use the Individual Assessment Documents

Each pillar has its own **assessment manual and scoring tool**.

To use the framework correctly:

Pillar	Reference Document	Purpose
1. Psychological Safety Leadership	<i>Psychological Safety Leadership Assessment Manual</i>	Measures truth-flow, fear, and speak-up behaviour.
2. Ethical Leadership Maturity	<i>Ethical Leadership Maturity Assessment Manual</i>	Evaluates fairness, integrity, and trust.
3. Safety Culture Maturity & Predictive Risk	<i>Safety Culture Maturity Assessment Manual</i>	Assesses behavioural drift and reporting health.
4. HOP Readiness	<i>HOP Readiness Assessment Manual</i>	Tests system resilience and learning capability.
5. Incident Prevention & Reporting Behaviour	<i>Incident Prevention Scorecard Manual</i>	Measures reporting confidence and near-miss quality.

Each document contains:

- The 30-item assessment table
- Scoring scales (1–5)
- Interpretation guidelines
- CEO summary page
- Visual dashboard

2.3 Conduct Each Assessment Separately

Run each assessment independently, to preserve its diagnostic precision.

Use consistent respondent groups (e.g., HSE, HR, Operations, Supervisors) across all five tools.

This ensures comparability and credibility.

2.4 Consolidate the Results

After completing all five assessments:

1. Record each pillar's total score (0–150).
2. Calculate the **Organisational Leadership Maturity (OLM)** composite score (Pillars 1–3).
3. Calculate the **Organisational Resilience & Learning (ORL)** composite score (Pillars 4–5).
4. Derive the **Predictive Organisational Risk Profile (PORP)** — your overall maturity and risk indicator.

2.5 Interpret the Results Using the CEO Dashboard

The CEO dashboard provides:

- Pillar-by-pillar maturity ratings
- Composite scores (OLM, ORL)
- Predictive risk trajectory
- Top 10 cross-pillar vulnerabilities
- Recommended 90-day executive actions

This allows leaders to see **where truth is flowing and where it is blocked** — the earliest predictor of future incidents, ethical failures, or cultural drift.

2.6 Apply the Framework for Continuous Improvement

Use the framework:

- **Quarterly** in high-risk industries
- **Bi-annually** in moderate-risk environments
- **Immediately** after major incidents, ethical breaches, or leadership changes

Track progress over time to measure cultural evolution, leadership consistency, and system resilience.

2.7 Communicate the Insights

Integrate the results into:

- Board reports
- Leadership development programs
- Governance reviews
- Safety and ethics briefings
- Organisational learning sessions

This ensures the framework becomes a **living system**, not a one-time assessment.

8. Maintain Credibility

Never merge the five assessments into one questionnaire.

Each pillar must remain distinct to preserve diagnostic accuracy.

The framework's strength lies in **integration, not consolidation**.

3. THE FIVE PILLARS OF THE FRAMEWORK

Each pillar is a standalone assessment — but together they form a complete organisational-risk intelligence system.



Meaning of abbreviations

(OLM) Organisational Leadership Maturity

(ORL) Organisational Resilience & Learning

(PORP) Predictive Organisational Risk Profile

PILLAR 1 — Psychological Safety Leadership

Predicts silence, fear, and truth-flow

This pillar measures whether people feel safe to:

- speak up
- challenge decisions
- raise concerns
- report weak signals
- escalate issues

Why it matters:

Psychological safety is the earliest predictor of organisational failure.

PILLAR 2 — Ethical Leadership Maturity

Predicts trust, fairness, and integrity risk

This pillar evaluates:

- leadership fairness
- ethical decision-making under pressure
- transparency
- accountability
- trust in leadership intent

Why it matters:

Ethical leadership determines whether people trust the system enough to tell the truth.

PILLAR 3 — Safety Culture Maturity & Predictive Risk

Predicts behavioural drift and reporting health

This pillar measures:

- near-miss reporting
- supervisor response
- weak-signal detection
- psychological safety
- leadership behaviour under pressure

Why it matters:

Safety culture is the behavioural expression of psychological safety + ethics.

PILLAR 4 — HOP Readiness (Human & Organisational Performance)

Predicts system fragility and learning capability

This pillar evaluates:

- system design
- drift detection
- learning from events
- work-as-imagined vs work-as-done

- resilience and variability absorption

Why it matters:

HOP determines whether systems fail under pressure — or adapt.

PILLAR 5 — Incident Prevention & Reporting Behaviour

Predicts operational failure and near-miss blindness

This pillar measures:

- reporting confidence
- supervisor behaviour
- near-miss quality
- weak-signal escalation
- learning from events

Why it matters:

Incidents occur when reporting collapses and learning fails.

4. THE FRAMEWORK MODEL (Executive View)

The 5 Pillars → 2 Composite Scores → 1 Predictive Risk Profile

A. Pillar Scores (5 individual maturity scores)

Each pillar produces a **0–150 score** and a **RAG rating**:

-  High Maturity
-  Developing
-  High Predictive Risk

Meaning of **RAG**:

R – Red

A – Amber

G – Green

B. Composite Score 1 — Organisational Leadership Maturity (OLM)

Weighted combination of:

- Psychological Safety
- Ethical Leadership
- Safety Culture

This reflects **leadership behaviour, trust, and truth-flow**.

C. Composite Score 2 — Organisational Resilience & Learning (ORL)

Weighted combination of:

- HOP Readiness
- Incident Prevention & Reporting Behaviour

This reflects **system strength, learning capability, and operational resilience**.

D. Final Output — Predictive Organisational Risk Profile (PORP)

A single, board-ready indicator showing:

- future incident likelihood
- ethical-risk exposure
- cultural drift
- reporting suppression
- system fragility

This becomes the **CEO dashboard metric**.

5. SCORING SYSTEM (Unified Across All Pillars)

0–150 per pillar

0–750 total framework score

Score Range	Rating	Interpretation
600–750	 High Maturity	Strong leadership, strong systems, low predictive risk
400–599	 Developing Maturity	Emerging vulnerabilities, moderate predictive risk
0–399	 High Predictive Risk	Significant risk of incidents, ethical failures, or cultural breakdown

6. EXECUTIVE INTERPRETATION MODEL

Green Zone — High Maturity

- Truth flows freely
- Leadership behaviour is consistent
- Systems are resilient
- Reporting is strong
- Weak signals are detected early

Amber Zone — Developing Maturity

- Truth flows inconsistently
- Leadership behaviour varies under pressure
- Systems show early fragility
- Reporting is uneven
- Weak signals are missed

Red Zone — High Predictive Risk

- Silence is present
- Trust is low

- Leadership behaviour creates fear
- Systems are fragile
- Reporting is suppressed
- Incidents or ethical failures are predictable

7. CEO SUMMARY PAGE — PPC Insight Organisational Risk & Leadership Maturity Framework™

Executive Overview

This framework provides a consolidated view of:

- leadership behaviour
- organisational culture
- system resilience
- reporting health
- ethical integrity
- predictive risk exposure

It integrates **five advanced assessments** into one unified model.

Pillar Scores

Pillar	Score	Rating	Interpretation
Psychological Safety	___ / 150	 /  / 	Truth-flow & fear levels
Ethical Leadership	___ / 150	 /  / 	Trust & fairness
Safety Culture	___ / 150	 /  / 	Behavioural risk
HOP Readiness	___ / 150	 /  / 	System resilience
Incident Prevention	___ / 150	 /  / 	Reporting & learning

Composite Scores

Composite	Score	Rating	Meaning
Organisational Leadership Maturity (OLM)	___ / 450	 /  / 	Leadership behaviour & trust
Organisational Resilience & Learning (ORL)	___ / 300	 /  / 	System strength & learning

Predictive Organisational Risk Profile (PORP)

- Low Predictive Risk
- Moderate Predictive Risk
- High Predictive Risk

Top 10 Cross-Pillar Predictive Risks

- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____

Recommended Executive Actions (Next 90 Days)

- Leadership behaviour alignment
- Strengthen truth-flow mechanisms
- Improve weak-signal detection
- Reinforce ethical decision-making
- Strengthen learning teams
- Redesign fragile systems
- Monitor reporting anomalies
- Build trust & transparency

CEO Closing Insight

Organisational excellence is not defined by the absence of incidents — it is defined by the **presence of truth, trust, learning, and resilient systems.**

This framework gives leaders the visibility needed to prevent predictable failures.