



DR. CHANGE®
LEADERSHIP • ETHICS • IMPACT

ORGANIZATIONAL ETHICS INDEX™

EXECUTIVE INTELLIGENCE REPORT

*A Systems-Level Assessment of Ethical Health,
Governance Maturity, and Organizational Resilience*



SAMPLE REPORT
ILLUSTRATIVE EXAMPLE
NOT BASED ON ANY ACTUAL ORGANIZATION



GOVERNANCE
& COMPLIANCE



CULTURAL
CLIMATE & EQUITY



ORGANIZATIONAL
TRUST & PSYCHOLOGICAL
SAFETY



DECISION
GOVERNANCE &
ACCOUNTABILITY



FUTURE-PROOF
CONTINUITY



EVIDENCE.
INTEGRITY.
STEWARDSHIP.
LEGACY.

PREPARED FOR
BOARD OF DIRECTORS
& EXECUTIVE LEADERSHIP

ENTERPRISE SYSTEMIC AUDIT

CONFIDENTIAL SAMPLE
FOR DEMONSTRATION PURPOSES ONLY

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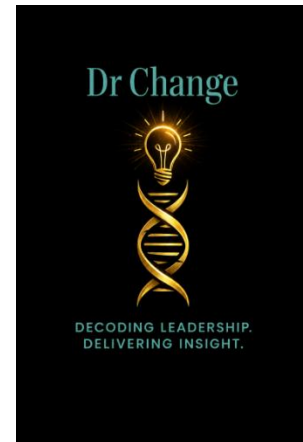
Dr. Change®

Sample Executive Intelligence Report

Organizational Ethics Index™ (OEI)

Illustrative Sample Report

(Prepared for demonstration purposes only)



Executive Summary

The **Dr. Change Organizational Ethics Index™ (OEI)** is a proprietary organizational diagnostic designed to evaluate the ethical health, governance maturity, and cultural resilience of an enterprise.

Unlike traditional engagement surveys or compliance reviews, the OEI integrates organizational diagnostics, qualitative evidence synthesis, governance analysis, and behavioral science into a single executive intelligence framework.

The assessment evaluates five organizational domains that collectively influence long-term institutional performance, leadership effectiveness, and organizational trust.

Sample Organizational Ethics Index™ Scorecard

Overall Enterprise Health -----→ 79 / 100

Institutional Governance & Compliance		88
Cultural Climate & Equity		81
Decision Governance & Accountability		84
Future-Proof Continuity		76
Organizational Trust & Psychological Safety		62

Domain	Score	Status
Institutional Governance & Compliance	88	Strong
Cultural Climate & Equity	81	Healthy
Organizational Trust & Psychological Safety	62	Elevated Vulnerability
Decision Governance & Accountability	84	Strong
Future-Proof Continuity	76	Developing

Overall OEI Score

79 / 100

Overall Organizational Health

Moderate Organizational Vulnerability

While the organization demonstrates strong governance foundations and healthy decision systems, elevated relational risk and future governance gaps reduce organizational resilience and increase long-term strategic exposure.

Executive Snapshot

Strengths

- ✓ Mature governance framework
- ✓ Strong accountability systems
- ✓ Healthy organizational fairness
- ✓ Executive commitment to ethical leadership

Primary Risks

⚠ Low psychological safety

⚠ Fear of constructive dissent

⚠ Managing-upward silence

⚠ Emerging AI governance gaps

⚠ Succession processes insufficiently aligned to ethical leadership competencies

Sample Domain Analysis

Domain 3

Organizational Trust & Psychological Safety

OEI Score

62 / 100

Classification

Elevated Organizational Vulnerability

Executive Diagnostic

Organizational Trust & Psychological Safety evaluates the quality of reciprocal trust between leadership and the workforce.

This domain examines whether employees believe they can communicate concerns, challenge assumptions, acknowledge mistakes, and surface emerging risks without fear of retaliation or reputational harm.

Although executive leadership demonstrates a genuine commitment to transparency, organizational data suggests that psychological safety deteriorates significantly within middle management.

Employees routinely report withholding important operational information due to perceived career consequences.

The result is an organization where critical intelligence is delayed until external events force executive awareness.

Executive Organizational Trust Dashboard

Psychological Safety



Employees hesitate to challenge existing processes.

Fear of Retaliation



Reporting systems exist but are not fully trusted.

Executive Credibility



Senior leadership demonstrates strong stewardship and transparency.

Key Findings

Psychological Safety

Anonymous climate surveys indicate that approximately **64%** of respondents do not feel comfortable questioning existing operational practices or challenging strategic decisions.

Qualitative interviews consistently identified a recurring organizational narrative:

"Rocking the boat stalls your promotion."

Employees perceive ethical courage as personally costly.

Reporting Trust

Formal reporting systems satisfy regulatory expectations.

However, **41%** of employees believe using ethics reporting channels may result in indirect career consequences including:

- Project reassignment
- Reduced visibility
- Social isolation
- Loss of advancement opportunities

While legal compliance exists, organizational trust remains underdeveloped.

Executive Intent

Assessment evidence suggests executive leadership genuinely values transparency and ethical conduct.

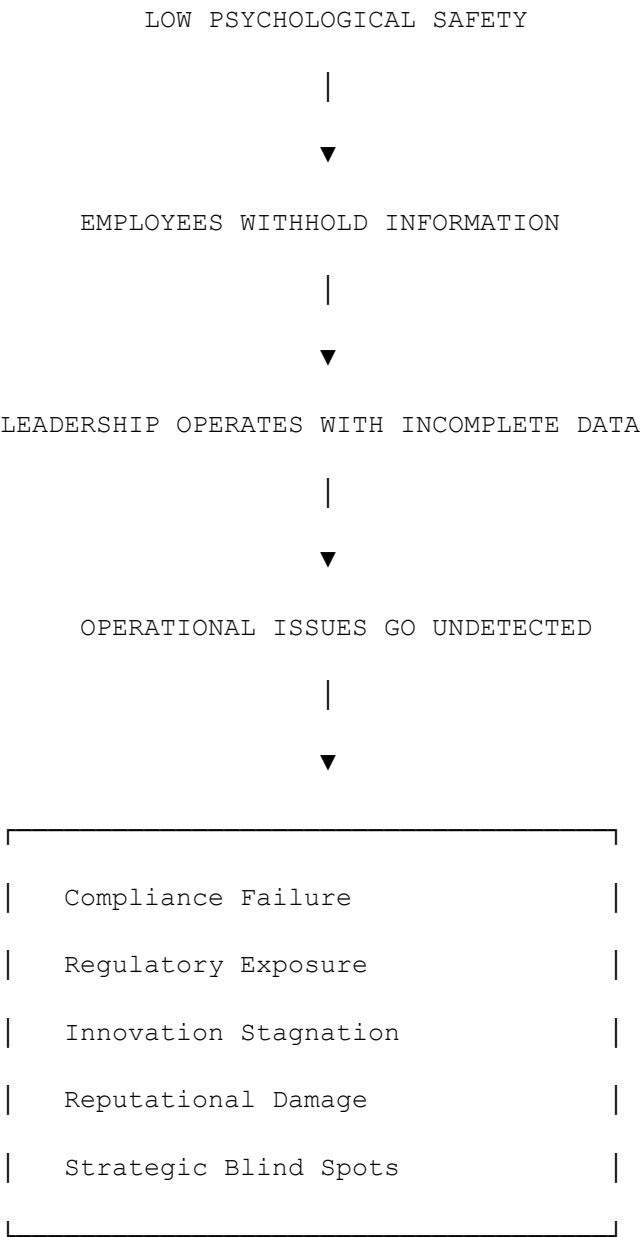
The primary issue is not executive integrity.

Rather, organizational information is filtered through management layers before reaching executive leadership.

This creates executive blind spots despite positive leadership intentions.

Enterprise Risk Cascade

The assessment identifies a recurring organizational risk pattern.



This pattern increases exposure to:

- Compliance failures
- Regulatory investigations
- Whistleblower activity
- Innovation stagnation
- Leadership credibility erosion

Executive Recommendations

Priority 1

Strengthen Psychological Safety

Develop leadership capability around receiving difficult feedback without defensive responses.

Integrate psychological safety into leadership performance expectations.

Priority 2

Modernize Ethics Reporting

Transition from passive reporting mechanisms toward an independent institutional integrity process emphasizing transparency, follow-up, and organizational trust.

Priority 3

Strengthen Ethical Succession Planning

Expand executive promotion criteria beyond operational performance by incorporating measures of:

- Ethical leadership

- Psychological safety
- Trust-building
- Emotional intelligence
- Stewardship

Strategic Outlook

If current trends remain unchanged, this domain represents the organization's most significant long-term governance vulnerability.

Addressing these relational dynamics would substantially improve:

- Organizational resilience
- Ethical culture
- Innovation
- Employee engagement
- Executive decision quality
- Enterprise risk management

Enterprise Ethical Governance Maturity

Overall Governance Maturity

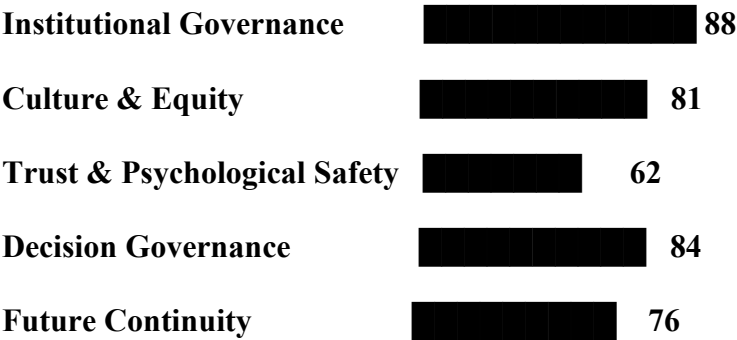
Developing Mature Advanced Exemplary



79

Overall Risk Governance	
Critical	
High	
Moderate	●
Low	
Minimal	

Executive Confidence



About the Organizational Ethics Index™

The **Dr. Change Organizational Ethics Index™ (OEI)** evaluates enterprise health across five integrated governance domains:

1. Institutional Governance & Compliance
2. Cultural Climate & Equity
3. Organizational Trust & Psychological Safety
4. Decision Governance & Accountability
5. Future-Proof Continuity

The OEI combines governance analysis, organizational diagnostics, behavioral science, qualitative evidence synthesis, and executive advisory into a unified ethical leadership governance framework.

About Dr. Change®

Dr. James V. Walker, PhD, MBA

Leadership Scientist • Leadership Ethicist

Ethical Leadership Governance

Executive Advisory

Organizational Diagnostics

Evidence-Based Leadership Evaluation

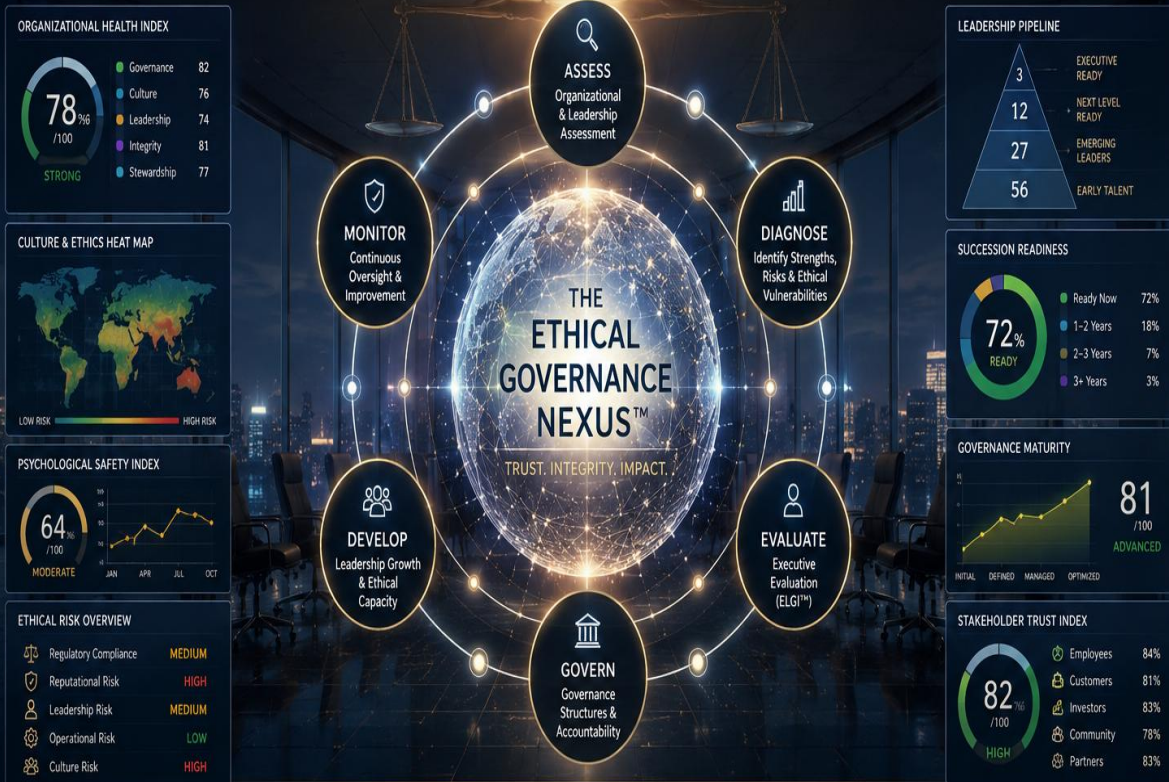
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ETHICAL LEADERSHIP GOVERNANCE SYSTEM™

ASSESS • DIAGNOSE • EVALUATE • GOVERN • DEVELOP • MONITOR

INTEGRATING SCIENCE, ETHICS, AND STRATEGY TO BUILD ORGANIZATIONS WORTHY OF TRUST.



INTEGRITY
We do what is right even when no one is watching.



JUSTICE
We act with fairness, equity, and respect for all.



RECIPROCITY
We build trust through mutual respect and accountability.



BALANCE
We align purpose, people, and performance for lasting impact.



STEWARDSHIP
We protect today to empower tomorrow.

STRATEGIC INSIGHT. ETHICAL LEADERSHIP. SUSTAINABLE EXCELLENCE.