

The Organisational Energy Audit

Find out what is quietly costing your leadership team its capacity — before it becomes a resignation, a sick leave or a bad quarter.

A four-week diagnostic for leadership teams and management groups. Each person completes the Energy Drain Diagnostic™; you receive a group analysis, an executive debrief and a written recommendations report — a map of where the load sits, what it is costing, and what to change first.



Who it is for

- HR directors and L&D teams who need evidence, not anecdotes, to make the case for a leadership or wellbeing investment.
- CEOs and executive teams preparing for organisational change and wanting to know what their leaders can actually carry.
- Organisations that have seen absence, turnover or engagement move in the wrong direction and want to understand why before acting.

What you receive

1 · INDIVIDUAL ASSESSMENT

Every participant completes the Energy Drain Diagnostic™, adapted for the organisational context. 15 minutes each, online, confidential to the individual.

2 · GROUP ANALYSIS

Patterns across the team: shared overload sources, systemic risks, performance blockers. Anonymised — no individual results are reported to management.

3 · EXECUTIVE DEBRIEF

A structured 90-minute session for leadership and HR: findings, risks, and prioritised recommendations, with room for the questions the report raises.

4 · RECOMMENDATIONS REPORT

A written report with clear next steps — from quick wins the team can apply next week to structural changes and, where useful, a programme recommendation.

How it runs. Week 1 — scoping call and participant briefing. Week 2 — individual diagnostics. Week 3 — analysis. Week 4 — executive debrief and report. Online or in person; English or Polish.

The audit does not tell you that your leaders are stressed. You know that. It tells you which loads are doing the damage, where they come from, and what would reduce them without reducing ambition.

Illustrative findings

Examples of the kind of finding an audit produces. Illustrative, not from a named client — every report is written from the team's own data.

FINDING	WHAT IT LOOKED LIKE IN THE TEAM	RECOMMENDED FIRST MOVE
Dominant load: Brain Load across the management group	Decisions carried home; "always-on" mental rehearsal; meeting load with no closing decisions	Decision hygiene in the weekly leadership meeting; one protected deep-work block per leader
Secondary load: Emotional Load concentrated in two roles	Two managers absorbing the team's reactions to change; both flagged as flight risks	Redistribute the "translator" role; targeted coaching for the two
Recovery not happening between peaks	Energy at end of day rated lower than in the morning by 80% of participants, every day of the week	Rhythm of effort and recovery built into the quarter plan, not left to individuals

What the audit is not

It is not an engagement survey, not a performance appraisal and not a wellbeing questionnaire. It is not medical or psychological treatment and does not diagnose individuals. Individual results stay with the individual; leadership sees patterns.

Who runs it

Kasia Biernacka — organisational psychologist and leadership advisor. Twenty years inside corporate HR before building the LOAD Model™ and the Energy Drain Diagnostic™: Senior Manager Talent, Learning, Performance, DEI & Wellbeing at Bridgestone EMIA (20,000 employees, 12 countries); Talent Manager and Learning Partner at AXA Belgium and AXA Bank Europe; Wellbeing Lead at the European Climate Foundation. Master's in Psychology (SWPS) · Neuroscience for Leadership (MIT Executive) · Strategic HR Business Partner (Dave Ulrich, RBL Group) · Resilience Coach (Resilience Institute) · LSI and Map&Match accredited. Speaker at Queen's Night Worldwide and PWI Brussels. Works across Benelux, Poland and Europe, in English and Polish.

Next step

A 30-minute executive briefing — you describe the situation, I tell you whether an audit is the right instrument and what it would involve for your team. No proposal before that conversation.

[Book the 30-minute briefing → calendly.com/intuipro_advisory/30min](https://calendly.com/intuipro_advisory/30min)

I take on three organisational audits per quarter, so each gets my full attention. Q4 2026: two places left.

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