

REVIEWER'S REPORT

Manuscript No.: JNCS-053

Title: Leadership Governance Dashboards: Designing Scorecards, Heat Maps and Data-Ethics Protocols for Executive Behavioural Risk Monitoring,

Recommendation:

Accept as it is

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*).....

Rating	Excel.	Good	Fair	Poor
Originality		Yes		
Techn. Quality		Yes		
Clarity		Yes		
Significance		Yes		

Reviewer'sID: JPR- Dr. Bharti Bisht

Detailed Reviewer's Report

The manuscript presents a timely and practically relevant conceptual framework for developing a Leadership Governance Dashboard based on the Total Leadership Index (TLI), integrating weighted scorecards, behavioural heat maps, maturity assessments, governance indicators, and data-ethics protocols for executive behavioural risk monitoring. The topic is significant as it addresses an important gap in governance by making leadership behaviour measurable while emphasizing developmental and ethical use of analytics rather than surveillance. The abstract is well-structured and clearly outlines the proposed dashboard architecture, governance applications, and theoretical foundations. However, the paper would be strengthened by providing a more detailed explanation of the TLI framework, the rationale for pillar weighting, and the methodology for calculating maturity scores and behavioural risk indicators. Including a conceptual model or process flow diagram, illustrative dashboard screenshots, sample scorecards, or a hypothetical organizational case would greatly improve clarity and practical applicability. The discussion on data ethics is valuable but should reference established AI governance, privacy, and HR analytics standards to enhance credibility. Additionally, the authors should acknowledge the limitations of the conceptual approach and propose directions for future empirical validation across different organizational contexts. Overall, the manuscript makes a meaningful contribution to leadership governance and people analytics literature and is recommended for publication after **minor revisions** to improve methodological transparency, practical illustration, and discussion of validation and limitations.