

APPENDIX B — BUSINESS DECISION ARCHITECTURE v2.1

Organizational Translation Architecture

The OCA Implementation Layer — Structuring the BDA Decision Environment

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This appendix is an external companion to the BDA Foundational Framework. It documents the Organizational Translation Architecture (OTA) — the implementation layer that converts real-world organizational structures into the standardized digital environment the OCA requires to function as a governed decision engine. All terminology in this document has been reconciled with the BDA v2.1 vocabulary. Open License: CC BY 4.0.

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Introduction: The OCA as a Living Decision Environment

The Organization Context Assessment is not a survey. It is not a one-time diagnostic completed before the first UCADE Cycle and then filed. It is the organization's persistent context window — a living, structured record of what is known, what is assumed, what is uncertain, and what has changed — maintained across every decision cycle the framework governs.

The OCA serves three simultaneous functions within Business Decision Architecture:

- As a diagnostic instrument, it produces an honest, multidimensional picture of the organization's current state across all five Strategic Pillars — the shared ground truth that the Understand state requires before deliberation can begin.
- As an institutional memory system, it accumulates the Reconciliation Records, Conviction Scores, and Compounding Maps that every UCADE Cycle produces, ensuring that the next decision is made from a stronger foundation than the last.
- As a machine-readable context window, it translates organizational reality into a structured format that AI systems can process within governed constraints — directly solving the Zero Reference Problem by forcing AI to operate within a defined organizational boundary rather than an open canvas.

Before any of these functions are possible, two translations must be completed: the Roster Translation, which maps every organizational stakeholder to an Organizational Tier and a default ADICE role; and the Org Chart Translation, which maps every department and reporting structure to a Functional Domain nested within a Strategic Pillar. Together, these two translations constitute the Organizational Translation Architecture documented in this appendix.

A practical note on entry. Both translations can be completed in a structured workshop of two to four hours, depending on organizational complexity. They require no platform, no trained Business Decision Architect, and no prerequisite process. What they produce — a structured, ADICE-assigned organizational context — is the minimum viable input the Commitment Gate requires to function honestly.

Terminology note. This appendix uses the full BDA v2.1 vocabulary throughout. The six Organizational Tiers described here map directly to ADICE roles in the decision process. The five Strategic Pillars, nine Functional Domains, and twenty Decision Units are identical to those referenced in the primary framework document. Where the original source material used earlier terminology (for example, “The Builders” or “The Ecosystem”), the correct BDA v2.1 terms — The Frontline Contributors and The Impacted Community — have been applied throughout.

Part One: The Roster Translation

The Roster Translation strips away corporate nomenclature and assigns every internal and external stakeholder to one of six Organizational Tiers. The tier reflects the stakeholder's structural position in the organization's decision architecture and, through the ADICE Matrix, determines their default role in any UCADE Cycle.

Critical distinction: Organizational Tiers describe structural position. ADICE roles describe decision function. The same person can hold different ADICE roles across different decisions. A CFO holds Decide in finance decisions and Influence in a product roadmap decision. The tier is fixed; the ADICE role is assigned per decision by the Business Decision Architect.

Organizational Tier	Authority Level	Default ADICE Role (Own Domain)	Default ADICE Role (Cross-Domain)
Tier 1 — The Governors <i>Board of Directors, Board of Trustees, Lead Investors, Majority Shareholders, HOA Board</i>	Ultimate Oversight	Authority <i>Set the outer boundary of organizational authority. Hold Authority regardless of decision domain.</i>	Authority <i>Authority — no domain change affects this tier's oversight role.</i>
Tier 2 — The Chief Executive <i>CEO, Managing Partner, Executive Director, Principal Founder, President</i>	Apex Accountability	Authority <i>Holds Authority across all Pillars. The Ownership Test at the Commitment Gate is non-delegable at this tier.</i>	Authority <i>Authority across all domains. The conviction at the Gate cannot be transferred downward.</i>
Tier 3 — The Domain Leaders <i>CFO, COO, CMO, CTO, CIO, CHRO, CRO, CSO, Executive VPs, Program Directors, Committee Chairs</i>	Pillar Ownership	Decide <i>Hold the Decide role for decisions within their Strategic Pillar. Responsible for the Conviction Score and Commitment Gate certification within their domain.</i>	Influence <i>Shift to Influence when the primary Pillar belongs to a peer Domain Leader. Structurally required input before that Domain Leader finalizes the Reconciliation Record.</i>
Tier 4 — The Functional Managers <i>Vice Presidents, Directors, Senior Managers, Regional Managers, Scrum Masters, Chapter Leads, Campaign Directors</i>	Tactical Orchestration	Influence <i>Structurally required to provide input before the Domain Leader finalizes any assessment. The Reconciliation Record must document how this Influence was weighed — listing participants without showing how they were used is the characteristic failure mode.</i>	Contribute <i>Contribute operational expertise to decisions outside their primary domain.</i>
Tier 5 — The Frontline Contributors	Execution & Expertise	Contribute / Experience	Experience

<p><i>Engineers, Analysts, Sales Representatives, Field Workers, Dedicated Volunteers, Coordinators, Staff</i></p>		<p><i>Hold the Contribute role for technical input and the Experience role for operational reality data. The Consequence Test at the Commitment Gate depends on their verified capacity assessment — not a summary from their manager.</i></p>	<p><i>Bear the daily operational burden of decisions made above them. Their ground-truth signal is the most reliable leading indicator the Evolve sensor monitors.</i></p>
<p>Tier 6 — The Impacted Community <i>Customers, Vendors, Freelancers, Strategic Partners, Beneficiaries, Donors, HOA Residents</i></p>	<p>Consequence Bearing</p>	<p>Experience <i>Feel the consequences of decisions without making them. Their Experience data is the ground truth against which Performance KPIs are validated. Must be structurally collected — not inferred — during the Understand state.</i></p>	<p>Experience <i>Experience — external status does not change regardless of which domain's decision is being governed.</i></p>

Part Two: The Org Chart Translation

The Org Chart Translation maps every real-world department and reporting structure into nine Functional Domains, nested within the five Strategic Pillars of the OCA. The translation replaces sector-specific nomenclature with a standardized architecture on which the ADICE Matrix, Dual KPI Architecture, and Governance Thermostat can operate consistently.

If an organization does not operate a particular domain — for example, a services firm with no physical supply chain — that domain remains dormant. A dormant domain does not trigger its associated Consulting Modules. The OCA activates only the domains that correspond to the organization’s actual operational reality.

Unit ID	Functional Domain / Decision Unit	What It Governs
PILLAR I — Vision & Direction — The Compass		
Domain 1: Leadership & Strategy Maps to: CEO, Board, Founders, Executive Office		
1.1	Identity & Vision	<i>Who the organization is, what it stands for, and where it is going</i>
1.2	Corporate Governance & Legal Setup	<i>How the organization is legally structured and governed</i>
1.3	Strategic Planning & Execution	<i>How the organization sets, tracks, and recalibrates strategic goals</i>
PILLAR II — Growth & Market — The Engine		
Domain 2: Sales & Marketing Maps to: CMO, CRO, Sales, Communications		
2.1	Brand & Market Positioning	<i>How the organization is perceived and positioned in its market or community</i>
2.2	Customer / Member Experience (CX)	<i>How the organization treats, serves, and retains its primary audience</i>
2.3	Revenue & Pipeline	<i>How the organization generates income, secures funding, or builds its membership base</i>
Domain 3: Product & Innovation Maps to: CPO, Head of R&D, Technical Founders		
3.1	Product & Service Development	<i>What the organization builds, delivers, or sells — the core value exchange</i>
3.2	Innovation & Future Bets	<i>What the organization is building next and how it structures experimentation</i>

PILLAR III — Operations & Execution — The Machine		
Domain 4: Core Operations Maps to: COO, Supply Chain, Facilities Management		
4.1	Supply Chain & Logistics	<i>How resources and deliverables move through the organization to the point of execution</i>
4.2	Daily Execution & Process Efficiency	<i>How the organization works day-to-day and where operational friction accumulates</i>
4.3	Physical Assets & Facilities	<i>What the organization physically manages, maintains, and operates</i>
Domain 5: Technology & Data Maps to: CIO, CTO, IT Department		
5.1	IT Infrastructure & Systems	<i>The technology stack, platforms, and operational systems the organization runs on</i>
5.2	Data & Analytics	<i>How the organization captures, validates, and derives intelligence from its data</i>
PILLAR IV — People & Culture — The Heart		
Domain 6: Human Resources & Culture Maps to: CHRO, Internal Communications		
6.1	Talent Acquisition & Retention	<i>How the organization attracts and keeps the people it requires</i>
6.2	Culture, Trust & Alignment	<i>The psychological safety, relational health, and real alignment of the organization</i>
6.3	Skills & Learning	<i>How the organization builds, compounds, and transfers capability over time</i>
PILLAR V — Risk, Resilience & Sustainability — The Shield		
Domain 7: Finance & Capital Maps to: CFO, Treasurer, Finance Committee		
7.1	Financial Health & Accounting	<i>Cash flow, runway, unit economics, and the integrity of financial reporting</i>
7.2	Capital Allocation & M&A	<i>How funding is deployed, investments are governed, and acquisitions structured</i>
Domain 8: Risk & Compliance Maps to: CRO, General Counsel, CISO, Legal		
8.1	Legal & Regulatory Compliance	<i>How the organization meets its legal obligations and monitors the regulatory horizon</i>

8.2	Resilience & Business Continuity	<i>How the organization prepares for, survives, and learns from disruption</i>
Domain 9: Sustainability & Impact Maps to: ESG Lead, PR, Community Relations		
9.1	Social Impact & ESG	<i>The organization's footprint on the world and its sustainability commitments</i>
9.2	Ecosystem Partnerships	<i>The external alliances, coalitions, and strategic relationships that extend organizational capability</i>

Part Three: The Diagnostic Engine — 13 Consulting Modules

Once the Roster Translation and Org Chart Translation are complete, the OCA’s Diagnostic Engine activates thirteen Consulting Modules — targeted assessment instruments triggered by the presence of specific Functional Domains in the organizational context. Modules are not defaults: they activate only when their triggering domain is active.

Each question is classified by the Multidimensional Framework, which governs the epistemic character of the response the question is designed to produce:

- Factual — Produces a measurable, verifiable current state.
- Strategic — Produces a judgment-based assessment of direction or intent.
- Reflective — Produces a qualitative evaluation of organizational effectiveness or culture.
- Probabilistic — Produces a confidence-weighted assessment of an uncertain outcome.
- Leverage — Identifies where the highest-return structural interventions are available.
- Antifragile — Tests whether the organization gains from disorder rather than merely surviving it.

ADICE assignment protocol: once the relevant domain is active in the OCA, the Domain Leader for that domain holds the Decide role for scoring the module. The Functional Managers assigned to that domain hold the Influence role — their input is structurally required before the Domain Leader can finalize any module assessment.

ID	Diagnostic Question	Type
TECHNOLOGY & DATA DIAGNOSTICS — Triggered by Domain 5: Technology & Data		
Module DT — Digital Transformation (3 Questions)		
DT.1	What percentage of core business processes are digitized end-to-end?	<i>Factual</i>
DT.2	What is the current volume of accumulated technical debt? (Low / Medium / High)	<i>Factual</i>
DT.3	What is the organization’s cybersecurity maturity against the NIST Cybersecurity Framework?	<i>Factual</i>
Module AI — Artificial Intelligence (5 Questions)		
AI.1	What is the current AI / ML maturity level across the organization?	<i>Factual</i>
AI.2	Which Generative AI use cases are currently in production?	<i>Factual</i>
AI.3	What is the organization’s Generative AI governance maturity, rated 1–5?	<i>Strategic</i>

AI.4	Has the organization piloted any Agentic AI workflows?	<i>Factual</i>
AI.5	Are guardrails defined for Agentic AI operations, including escalation and override protocols?	<i>Strategic</i>
Module DA — Data Analytics (3 Questions)		
DA.1	What is the current organizational data quality rating, scored 1–5?	<i>Factual</i>
DA.2	Has a single source of truth been established for core operational data?	<i>Factual</i>
DA.3	At what level has predictive analytics been adopted across the organization?	<i>Factual</i>
Module CL — Cloud Infrastructure (3 Questions)		
CL.1	What is the organization's current cloud adoption maturity level?	<i>Factual</i>
CL.2	Is a multi-cloud strategy currently in place or under active planning?	<i>Strategic</i>
CL.3	What is the organization's FinOps maturity — the discipline of managing cloud spend relative to business value delivered?	<i>Factual</i>
RISK, RESILIENCE & SUSTAINABILITY DIAGNOSTICS — Triggered by Domains 8 & 9		
Module CY — Cybersecurity (3 Questions)		
CY.1	What is the cybersecurity maturity rating against the NIST Cybersecurity Framework?	<i>Factual</i>
CY.2	What is the current Mean Time to Detect (MTTD) a security incident?	<i>Factual</i>
CY.3	What is the current Mean Time to Respond (MTTR) to a confirmed security incident?	<i>Factual</i>
Module ESG — Sustainability & Impact (4 Questions)		
ES.1	Has the organization made a formal net-zero commitment? If so, what is the target year and governing body?	<i>Factual</i>
ES.2	Are Scope 1, 2, and 3 emissions being tracked and reported?	<i>Factual</i>
ES.3	What is the organization's current ESG rating or composite score?	<i>Factual</i>
ES.4	Has the organization completed a Double Materiality assessment?	<i>Factual</i>
Module RC — Regulatory Compliance (2 Questions)		

RC.1	Are all key compliance obligations mapped, assigned to named owners, and actively monitored?	<i>Factual</i>
RC.2	Is a regulatory horizon-scanning process in place to anticipate and prepare for emerging obligations?	<i>Leverage</i>
Module RS — Resilience & Business Continuity (3 Questions)		
RS.1	When was the Business Continuity Plan last tested under realistic conditions?	<i>Antifragile</i>
RS.2	Can the organization sustain six months of zero revenue without existential structural damage?	<i>Antifragile</i>
RS.3	Does a documented crisis playbook exist with named owners, tested protocols, and clear trigger conditions?	<i>Antifragile</i>
GROWTH & EXECUTION DIAGNOSTICS — Triggered by Domains 2, 3, 4, and 7		
Module OE — Operational Excellence (2 Questions)		
OE.1	What is the current level of process standardization across operational units, rated 1–5?	<i>Reflective</i>
OE.2	What is the organization’s Lean / Six Sigma or equivalent operational improvement maturity?	<i>Strategic</i>
Module SG — Strategy & Growth (3 Questions)		
SG.1	How many strategic big bets are currently funded, and are they explicitly resourced with a named owner?	<i>Strategic</i>
SG.2	What is the current status of the M&A pipeline, if applicable?	<i>Factual</i>
SG.3	How is the portfolio currently balanced between growth investments and harvest assets?	<i>Strategic</i>
Module PM — Product Management (7 Questions)		
PM.1	What is the current product-market fit score, and how was it measured?	<i>Reflective</i>
PM.2	How far ahead is the product roadmap visible to both the execution team and stakeholders?	<i>Factual</i>
PM.3	What is the feature adoption rate for the most recent major product release?	<i>Factual</i>
PM.4	What prioritization framework governs which features enter the roadmap?	<i>Strategic</i>

PM.5	What is the average elapsed time from idea to minimum viable product?	<i>Leverage</i>
PM.6	What percentage of launched products or features achieve their defined success criteria?	<i>Factual</i>
PM.7	What is the product analytics maturity — the organization's ability to observe and learn from product behavior in real time?	<i>Reflective</i>
SPECIALIZED GOVERNANCE DIAGNOSTICS — Triggered by Domain 1: Leadership & Strategy		
Module CA — Community & Association Governance (12 Questions) — NGOs, Non-Profits, HOAs		
CA.1	What is the primary funding model, and how concentrated is the dependency on any single source?	<i>Factual</i>
CA.2	What is the current member or beneficiary satisfaction score?	<i>Factual</i>
CA.3	What was the board election or governance participation rate at the most recent cycle?	<i>Factual</i>
CA.4	How clearly do members understand the bylaws or governing documents, rated 1–5?	<i>Reflective</i>
CA.5	How effectively does the organization resolve internal conflicts before they damage community trust?	<i>Reflective</i>
CA.6	Are volunteer retention issues actively monitored and structurally addressed?	<i>Reflective</i>
CA.7	Is the maintenance and operations budget structurally adequate for current obligations?	<i>Reflective</i>
CA.8	What is the participation rate for community events or programs?	<i>Factual</i>
CA.9	Is a succession plan in place for key governance and leadership roles?	<i>Antifragile</i>
CA.10	How actively are diversity, equity, and inclusion efforts being implemented and measured?	<i>Reflective</i>
CA.11	What is the current status of reserve funds relative to six-month operational requirements?	<i>Factual</i>
CA.12	How effectively are governance decisions communicated to members in a timely, accessible format?	<i>Reflective</i>
Module SU — Startup Dynamics (10 Questions) — Early-Stage Ventures		

SU.1	How is founder time currently allocated across operational, product, and fundraising activities?	<i>Factual</i>
SU.2	Is the equity distribution among founders, employees, and advisors fully documented and agreed upon?	<i>Factual</i>
SU.3	Are advisors actively contributing strategic value, or are they nominally present?	<i>Reflective</i>
SU.4	Are there observable indicators of founder burnout that are not being structurally addressed?	<i>Reflective</i>
SU.5	How frequently are structured customer discovery interviews being conducted?	<i>Factual</i>
SU.6	What is the current experimentation velocity — the rate at which the organization tests and learns?	<i>Factual</i>
SU.7	What is the strategic rationale for the current bootstrapping vs. external funding decision?	<i>Strategic</i>
SU.8	What are the primary metrics validating the minimum viable product with real users?	<i>Factual</i>
SU.9	How are consequential decisions currently made, and who holds the Decide role in practice?	<i>Reflective</i>
SU.10	What is the current runway in months, and what assumptions does that figure rest on?	<i>Factual</i>

Part Four: Master Translation Cheat Sheet

The following tables provide direct translations for fifty of the most common job titles across three organizational environments. When a stakeholder holds a hybrid or non-standard title, apply the Tie-Breaker Protocol in Part Five before using these tables.

Section 4.1 — Corporate & Enterprise

Real-World Job Title	Organizational Tier	Primary Functional Domain
Board Member / Major Shareholder	Tier 1 — The Governors	<i>Domain 1: Leadership & Strategy</i>
Chief Executive Officer (CEO)	Tier 2 — The Chief Executive	<i>Domain 1: Leadership & Strategy</i>
Chief Financial Officer (CFO)	Tier 3 — The Domain Leaders	<i>Domain 7: Finance & Capital</i>
Chief Revenue Officer (CRO)	Tier 3 — The Domain Leaders	<i>Domain 2: Sales & Marketing</i>
Chief Information Officer (CIO)	Tier 3 — The Domain Leaders	<i>Domain 5: Technology & Data</i>
Chief Human Resources Officer (CHRO)	Tier 3 — The Domain Leaders	<i>Domain 6: HR & Culture</i>
Chief Risk Officer / General Counsel	Tier 3 — The Domain Leaders	<i>Domain 8: Risk & Compliance</i>
Chief Sustainability Officer (CSO)	Tier 3 — The Domain Leaders	<i>Domain 9: Sustainability & Impact</i>
Vice President of Sales	Tier 4 — The Functional Managers	<i>Domain 2: Sales & Marketing</i>
Director of IT / Infrastructure	Tier 4 — The Functional Managers	<i>Domain 5: Technology & Data</i>
Supply Chain / Plant Manager	Tier 4 — The Functional Managers	<i>Domain 4: Core Operations</i>
Product Manager	Tier 4 — The Functional Managers	<i>Domain 3: Product & Innovation</i>
Corporate Controller	Tier 4 — The Functional Managers	<i>Domain 7: Finance & Capital</i>
Senior Software Engineer	Tier 5 — The Frontline Contributors	<i>Domain 5: Technology & Data</i>

Account Executive (Sales)	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
FP&A Analyst	Tier 5 — The Frontline Contributors	<i>Domain 7: Finance & Capital</i>
Customer Success Manager	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
Internal Auditor	Tier 5 — The Frontline Contributors	<i>Domain 8: Risk & Compliance</i>
Corporate Customer / Client	Tier 6 — The Impacted Community	<i>Domain 2: Sales & Marketing</i>
Strategic Supply Vendor	Tier 6 — The Impacted Community	<i>Domain 4: Core Operations</i>

Section 4.2 — Startup & Tech / LLC

Real-World Job Title	Organizational Tier	Primary Functional Domain
Lead Investor / Angel Investor	Tier 1 — The Governors	<i>Domain 1: Leadership & Strategy</i>
Managing Partner / Founder (CEO)	Tier 2 — The Chief Executive	<i>Domain 1: Leadership & Strategy</i>
Technical Co-Founder (CTO)	Tier 3 — The Domain Leaders	<i>Domain 3: Product & Innovation + Domain 5: Technology & Data</i>
Head of Growth	Tier 3 — The Domain Leaders	<i>Domain 2: Sales & Marketing</i>
Head of Product	Tier 3 — The Domain Leaders	<i>Domain 3: Product & Innovation</i>
Fractional CFO	Tier 3 — The Domain Leaders	<i>Domain 7: Finance & Capital</i>
Operations Lead	Tier 4 — The Functional Managers	<i>Domain 4: Core Operations</i>
Scrum Master / Agile Coach	Tier 4 — The Functional Managers	<i>Domain 4: Core Operations</i>
Lead Developer	Tier 4 — The Functional Managers	<i>Domain 5: Technology & Data</i>

UI/UX Designer	Tier 5 — The Frontline Contributors	<i>Domain 3: Product & Innovation</i>
Growth Hacker / Performance Marketing	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
Data Scientist	Tier 5 — The Frontline Contributors	<i>Domain 5: Technology & Data</i>
SDR (Sales Development Representative)	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
Content Creator / Social Media Manager	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
Freelance Contractor	Tier 6 — The Impacted Community	<i>Varies by project domain</i>

Section 4.3 — NGO, Non-Profit & Association (HOA)

Real-World Job Title	Organizational Tier	Primary Functional Domain
Board of Trustees / HOA Board President	Tier 1 — The Governors	<i>Domain 1: Leadership & Strategy</i>
Executive Director	Tier 2 — The Chief Executive	<i>Domain 1: Leadership & Strategy</i>
Program Director	Tier 3 — The Domain Leaders	<i>Domain 3: Product & Innovation</i>
Head of Development (Fundraising)	Tier 3 — The Domain Leaders	<i>Domain 2: Sales & Marketing</i>
Operations Director	Tier 3 — The Domain Leaders	<i>Domain 4: Core Operations</i>
Treasurer (HOA / NGO)	Tier 3 — The Domain Leaders	<i>Domain 7: Finance & Capital</i>
Regional / Chapter Manager	Tier 4 — The Functional Managers	<i>Domain 4: Core Operations</i>
Property Manager (HOA)	Tier 4 — The Functional Managers	<i>Domain 4: Core Operations</i>
Volunteer Coordinator	Tier 4 — The Functional Managers	<i>Domain 6: HR & Culture</i>

Advocacy / PR Manager	Tier 4 — The Functional Managers	<i>Domain 9: Sustainability & Impact</i>
Grant Writer	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
Field Worker / Medical Staff	Tier 5 — The Frontline Contributors	<i>Domain 4: Core Operations</i>
Dedicated Volunteer	Tier 5 — The Frontline Contributors	<i>Domain 4: Core Operations</i>
Event Planner	Tier 5 — The Frontline Contributors	<i>Domain 2: Sales & Marketing</i>
Beneficiary / HOA Resident / Donor	Tier 6 — The Impacted Community	<i>Domain 1: Leadership & Strategy + Domain 9: Sustainability & Impact</i>

Part Five: The Tie-Breaker Protocol

When a stakeholder holds a hybrid, non-standard, or invented title — or when their functional scope spans multiple domains — the Cheat Sheet cannot provide a direct translation. The Tie-Breaker Protocol produces the correct Organizational Tier and Functional Domain assignment through two diagnostic questions applied in sequence.

Question	Logic and Application
Question 1	<p>Who does this person report to?</p> <p>If they report directly to the Chief Executive, they are Tier 3 — The Domain Leaders, regardless of title. If they report to a Domain Leader (C-suite or equivalent), they are Tier 4 — The Functional Managers. Reporting structure is the most reliable proxy for authority level when titles are ambiguous.</p>
Question 2	<p>If this person resigned tomorrow, what would catch fire first?</p> <p><i>The answer identifies the primary Functional Domain:</i></p> <ul style="list-style-type: none"> • If the answer is the servers — Domain 5: Technology & Data • If the answer is morale or team cohesion — Domain 6: HR & Culture • If the answer is the revenue pipeline — Domain 2: Sales & Marketing • If the answer is legal or regulatory exposure — Domain 8: Risk & Compliance • If the answer is strategic direction — Domain 1: Leadership & Strategy

Applied Examples

Hybrid Title	Reports To	Tier Assignment	Domain Assignment
Chief Evangelist	CEO	Tier 3 — The Domain Leaders	Domain 2: Sales & Marketing (brand advocacy and external narrative)
Director of First Impressions	VP of HR	Tier 4 — The Functional Managers	Domain 6: HR & Culture (talent acquisition / candidate and client experience)
Head of AI	CEO	Tier 3 — The Domain Leaders	Domain 5: Technology & Data (primary) + Influence in Domain 1: Leadership & Strategy (AI governance policy crosses all Pillars)

Community Manager	CMO	Tier 4 — The Functional Managers	Domain 2: Sales & Marketing
VP of People & Culture	CEO	Tier 3 — The Domain Leaders	Domain 6: HR & Culture (title variation of CHRO; reports to CEO confirms Tier 3)

Once the Roster Translation and Org Chart Translation are complete for every active stakeholder and domain, the Business Decision Architect has the minimum viable organizational context window required to initiate the first UCADE Cycle. Every subsequent cycle deepens this context — adding Reconciliation Records, Conviction Scores, and Compounding Maps that make the organizational picture progressively more honest, more granular, and more resistant to the Cascade of Distortion the framework is designed to prevent.

This appendix is an external companion to the BDA Foundational Framework (Version 2.1, March 2026). For the full UCADE Cycle architecture, ADICE Matrix specification, Commitment Gate protocol, Dual KPI Architecture, and Organizational Archetype Ecosystem, refer to the primary framework document. Licensed under CC BY 4.0. © 2026 Daniel Montero & Monica Hernandez — BC-DS, Business Consultants for Digital Solutions, LLC.