



A Distinct Intervention for a Distinct Problem

• **THE PROBLEM**

There is a moment when the question about a senior leader quietly shifts. It moves from "How do we help her grow?" to "Can this still be saved?" Have you ever felt that shift happen, but didn't quite know what to do next? That moment matters. It marks the line between development and recovery. Confidence starts to narrow. Sponsorship becomes fragile. Patience wears thin. Alternatives are quietly being discussed. The situation has moved beyond what coaching or performance management was designed to handle.

Most organizations don't have language for this moment, so they reach for familiar tools. They assign coaching, which is often too slow. They initiate performance management, which is often too rigid. Or they wait, and the decision makes itself. The leader, the team, and the organization all pay the price.

• **WHAT LEADERSHIP RECOVERY IS**

Leadership recovery is a structured, time-sensitive intervention for when a senior leader's role is at risk. It sits in the narrow window between "she's struggling but we believe in her" and "a decision has already been made, even if no one is saying it out loud."

It starts with diagnosis, not development. It looks at behaviour, but also at perception and context. It examines sponsorship, politics, and timing. And it answers a question most interventions avoid: ***Is this recoverable? And if it is, what needs to change right now?***

• **HOW IT DIFFERS**

Executive coaching assumes the leader is a trusted asset with time to grow. **Performance management** assumes the leader is underperforming and focuses on fixing gaps. **Leadership recovery** sits in between. The leader is capable but at risk, time is compressed, and the organization needs clarity, not just effort. This is not open-ended development and it is not a compliance process. It is a focused, decision-oriented intervention designed to determine what is still possible and what to do next.

• **THE ATHENA LEADERSHIP RECOVERY SYSTEM™**

The Athena Leadership Recovery System™ is a four-step methodology designed for situations where something important is at stake:

Diagnose. Clarify what has shifted, whether recovery is viable, and what needs to happen next.

Stabilize. A 90-day, high-touch sprint that targets the highest-risk behaviours, relationships, and decisions.

Integrate. Guided reinforcement that prevents regression and strengthens confidence so new patterns hold.

Sustain. Practical tools and strategies for long-term leadership effectiveness.

• **WHO THIS SERVES**

This work is designed specifically for women leaders in senior roles where credibility, trust, or trajectory has been compromised, and where the next move matters. It also serves the HR leaders and sponsors responsible for making fair, defensible decisions in situations that are often unclear and time-sensitive.

• **WHY IT MATTERS**

When recovery is handled well, leaders don't just stabilize. They come back more focused, more intentional, and more effective. When recovery isn't viable, the process creates clarity and supports a dignified transition that protects relationships, reputation, and continuity. Both outcomes are better than delay, ambiguity, and the slow erosion of trust.

To explore whether this is relevant to a situation you're navigating, request a confidential conversation at dawnfrail.com/contact