



A Distinct Intervention for a Distinct Problem

• THE PROBLEM

There is a moment when the question about a senior leader quietly shifts from "How do we help her grow?" to "Can this still be saved?"

That moment marks the line between development and recovery. Confidence narrows. Sponsorship becomes fragile. Patience wears thin. Alternatives are quietly discussed.

Organizations often reach for familiar tools: coaching, performance management, or wait to see whether things improve.

But first, there is a more important question:

What changed, and is the situation recoverable?

• WHAT LEADERSHIP RECOVERY IS

Leadership Recovery is a structured, time-sensitive intervention for capable women leaders whose performance, credibility, relationships, or trajectory have become compromised.

It occupies the window between "she's struggling but we believe in her" and "a decision has already been made."

Unlike open-ended development or formal performance management, Leadership Recovery begins with diagnosis. It considers behaviour, perception, context, relationships, expectations and organizational dynamics to answer:

Is this situation recoverable and under what conditions?

• THE ATHENA LEADERSHIP RECOVERY SYSTEM™

A three-stage methodology for diagnosing what has changed, recovering leadership effectiveness, and sustaining gains.

Diagnose. Identify root causes, risks, recovery viability, and the conditions required for success.

Recover. Restore effectiveness through focused intervention addressing the behaviours, relationships, credibility, and contextual issues putting the leader at risk.

Sustain. Reinforce the changes, prevent regression, and make the recovery durable.

• TWO WAYS TO BEGIN

Begin with The Athena Leadership Recovery Assessment™ when you need clarity about what is happening and whether recovery is viable.

When the need for intervention is already clear, begin directly with The Athena Leadership Recovery Sprint™. Diagnostic work is built into the Sprint and any completed Assessment work carries forward.

• WHO THIS SERVES

Senior women leaders at risk, and the HR executives, CEOs, and sponsors responsible for deciding what happens next.

• WHY IT MATTERS

When recovery is viable and intervention happens early enough, a capable leader can restore effectiveness, rebuild confidence.

When recovery is not viable, the process provides the clarity needed to make an informed decision.

Early intervention preserves options.

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