

Burnout Recovery

An executive rebuilt sustainable performance by improving energy, delegation, boundaries, and personal leadership rhythm.

Project Type, Duration, Contribution

- Project type: Executive leadership coaching
- Duration: 4 months
- Contribution: Burnout recovery, energy management, delegation, boundaries, sustainable performance
- Client category: Senior executive
- Client industry: Professional services
- Objective: Restore focus, energy, and sustainable performance

Challenge

- Executive experienced burnout and reduced energy
- Decision quality declined under constant pressure
- Workload stayed high because delegation was limited
- Personal boundaries were weak and work expanded into recovery time
- Team relied too heavily on the executive for approvals and problem-solving
- Performance was still strong externally but becoming unsustainable internally

Strategy and Approach

- Rebuilt the executive's weekly leadership rhythm
- Mapped energy drains across meetings, decisions, people, and responsibilities
- Improved delegation by clarifying what to own, delegate, delay, or stop
- Created stronger boundaries around availability and response time
- Reconnected daily actions to purpose, priorities, and leadership identity
- Built recovery practices into the schedule instead of treating them as optional

Results

- Executive regained focus and energy
- Delegation improved across the team
- Decision quality stabilized
- Workload became more manageable through clearer ownership
- Stress reduced because the executive stopped carrying every issue personally
- Performance became more sustainable without losing business standards

Example of Work

- Leadership rhythm framework
- Energy management plan
- Delegation model
- Boundary scripts
- Weekly recovery and focus review

Takeaways

- Sustainable leadership drives long-term results
- Burnout reduces decision quality even when performance looks strong
- Leaders must manage energy, not only time
- Delegation protects both performance and health
- Recovery is part of leadership discipline

Client reflection: "I have energy again."